• Innovative Development Sessions For Executives & Leaders
• Career Development
• Civil & Domestic Mediation
Effective Leadership In A Multi-Generational Workplace

Prepared for the Federal Reserve Bank of KC
Participating with Poll Everywhere

Web voting

Pollev.com/dionneking805
How's my presentation so far?

- A: It's amazing.
- B: It's incredibly amazing!
- C: It's aw'right
WHAT WORD BEST DESCRIBES YOUR CURRENT STATE OF MIND?
LEARNING OBJECTIVES

• Understand Generational DNA and how to lead effectively
• Develop ways to implement tools for learning and leading

BEHAVIORAL OBJECTIVES

• Demonstrate how to connect, lead and learn from other generations
• Demonstrate behaviors that show respect for individual differences
Who’s in the Room??
How is *Generation* Defined?

**PAST = BIOLOGICALLY**

- A generation refers to the **average interval of time between the birth of parents and the birth of their offspring**. This biological definition has placed a generation for millennia at around 20-25 years in span.

**TODAY = SOCIOLOGICALLY**

- A generation refers to a cohort of people born within a similar span of time (15 years at the upper end) who share a comparable age and life stage and who were **shaped by a particular span of time (events, trends and developments)**.
The Veteran/Silent Generation

Age: 66-91

Population 49 Million

Dependable
Loyal
Hardworking
Sacrifice
Obligation
Thrifty
Traditional

1925-1945
Baby Boomers

Age: 50-65
Population: 75 Million

1946-1964

Work-Centric
Goal-Oriented
Competitive
Team Work
Tolerance
Freedom
Independent
Generation X
Age: 33-53
1965-1980
Population: 51 Million

Individualism
Work/Life Balance
Idealistic
Technologically adaptive
Flexible
Generation Y/Millennials
Age: 13-33
1981-1994
Population: 75 Million

Realism
Confidence
Social
Tolerant
Multitaskers
Generation z
Age: 11-20
1995-2000...
Population: __ Million

Global, Social, Visual and Technological
Most Connected
Brand Influencers Social media drivers, the pop-culture leaders.

born into the crisis period of terrorism, the global recession and climate change.
EXERCISE: Which bite hurts more?

Shark

Mosquitoes

Illustration created by Dr. Arin Reeves, Nextions
Micro-Inequities

Subtle disparaging slights that single out, overlook, ignore, or otherwise discount a person based on an unchangeable characteristic such as race or gender.

1. Continuously mispronouncing or misspelling someone’s name
2. Referring to someone as a ‘non’
3. Sarcasm and disparaging jest
4. Interrupting or completing sentences for people

Other terms: Micro-insults and micro-aggressions
Micro-Affirmations

Subtle or tiny acts of opening opportunity, giving credit, affirming, and projecting positivity and gratitude.

1. Acknowledging someone’s presence or saying hello
2. Holding the door for someone
3. Introducing people to each other
4. Listening without interrupting
4 WAYS TO LEAD
PROMOTE CROSS-GENERATIONAL INTERACTION
FIND THE AFFINITY
ASSESS & STUDY THE CULTURE
CREATE AN ATMOSPHERE OF ENGAGEMENT
NAME ONE THING YOU LEARNED TODAY

Start the presentation to activate live content
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