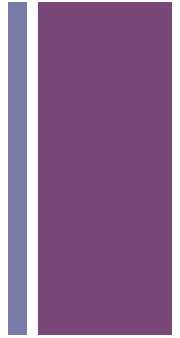


Generational Values and Their Effects on Leadership



Objectives

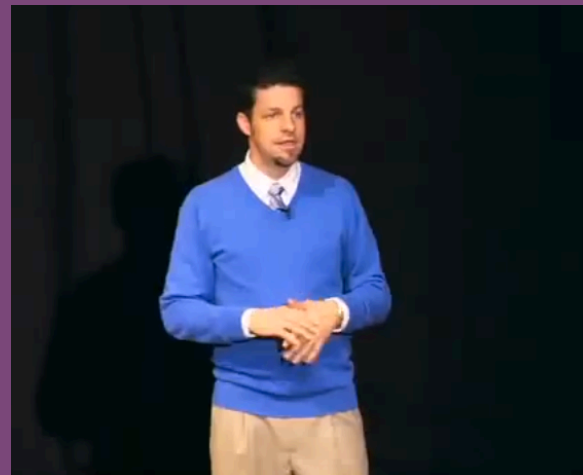


- Awareness
- Respect and appreciation
- Value of generational differences
- Recognizing the similarities

Generational differences “different times different perspectives”

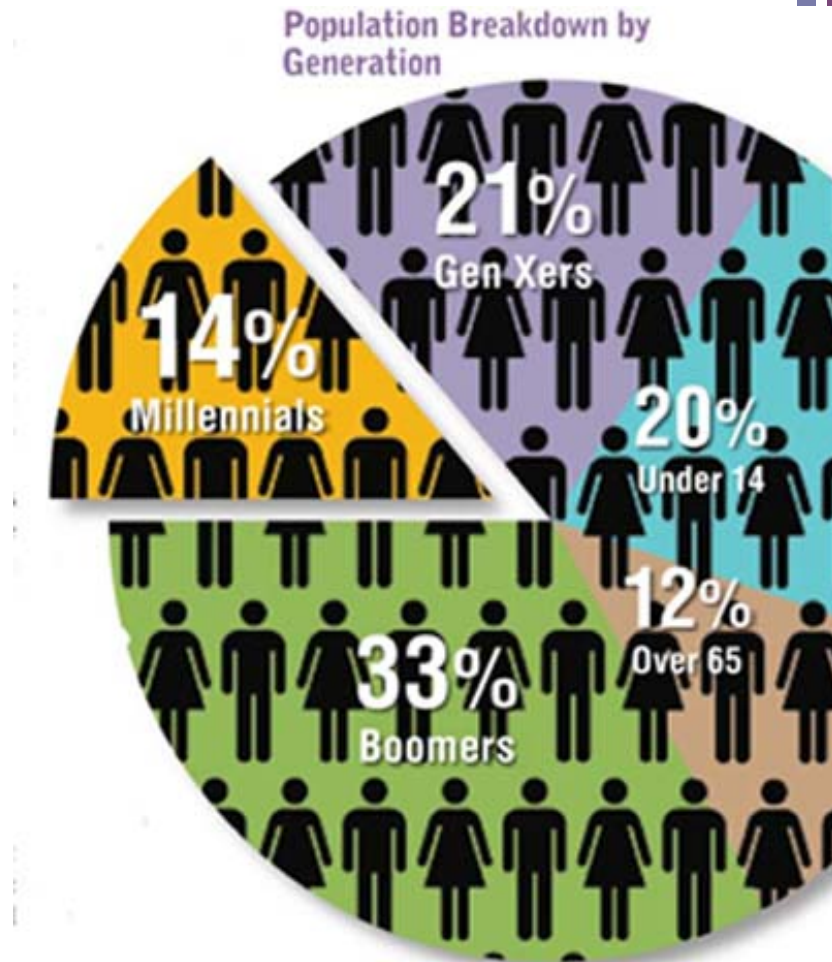
+

Funny Generational Differences
Can you relate?



+ Generations of our time

- GI: 1901-1924
- Silent: 1924-1945
- Baby Boomers: 1945-1964
- Gen X-ers: 1965-1979
- Gen M (Millenials, Gen Y, or Baby Echoers): 1980-2002
- Gen Z: 2003-present



Source: Population Division, U.S. Census Bureau. Data released May 2007.

WORKPLACE CHARACTERISTICS BY GENERATION

	Veterans (1922-1945)	Baby Boomers (1946-1964)	Generation X (1965-1980)	Generation Y + (1981-2000+)
WORK ETHIC & VALUES	<ul style="list-style-type: none"> • Hard work • Respect authority • Sacrifice • Duty before fun • Adhere to rules 	<ul style="list-style-type: none"> • Workaholics • Work efficiently • Desire quality • Question authority 	<ul style="list-style-type: none"> • Eliminate the task • Self-reliance • Want structure and direction • Skeptical 	<ul style="list-style-type: none"> • What's next • Multitaskers • Tenacity • Entrepreneurial • Goal oriented
WORK IS...	<ul style="list-style-type: none"> • An obligation 	<ul style="list-style-type: none"> • An exciting adventure 	<ul style="list-style-type: none"> • A difficult challenge • A contract 	<ul style="list-style-type: none"> • A means to an end • Fulfillment
LEADERSHIP STYLE	<ul style="list-style-type: none"> • Directive • Command and Control 	<ul style="list-style-type: none"> • Consensual • Collegial 	<ul style="list-style-type: none"> • Everyone is the same • Challenge others • Ask why 	<ul style="list-style-type: none"> • Collaborative • Creative thought
FEEDBACK & REWARDS	<ul style="list-style-type: none"> • No news is good news • Satisfaction from great work 	<ul style="list-style-type: none"> • Don't appreciate it • Money • Title recognition 	<ul style="list-style-type: none"> • Sorry to interrupt, but how am I doing? • Freedom is the best reward 	<ul style="list-style-type: none"> • Whenever I want it, at the push of a button • Meaningful work • Cool perks
MESSAGES THAT MOTIVATE	<ul style="list-style-type: none"> • Your experience is respected (seniority) 	<ul style="list-style-type: none"> • You are valued • You are needed 	<ul style="list-style-type: none"> • Do it your way • Forget the rules 	<ul style="list-style-type: none"> • You will work with other bright, creative people

+ A Comparison of
Generational
Differences in
Endorsement of
Leadership Practices
with Actual Leadership
Skill Level

DISCUSSION

[Link to the article](#)

Q 1: What are the three key initiatives the article lists to focus on?

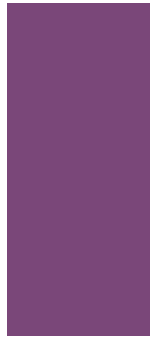
Q 2: Why do you think these are important for leadership development?

[link](#)

Q 3: Why is it helpful to know there are more similarities than differences?



Case Study – In Good Company



- Find two examples of generational differences in each movie clip.
- Identify different values in each generation.
- What different perspectives can you identify in their approach to work?



You're My New Boss....



Making an Ad Sale



A Christian faith perspective on generational differences



I Timothy 4:12

“Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity.”

I Timothy 5:17

“Let the elders who rule well be considered worthy of double honor, especially those who work hard at preaching and teaching.”



Using generational differences as opportunities



- Each generation goes further than the generation preceding it because it stands on the shoulders of that generation. You will have opportunities beyond anything we've ever known.

- Ronald Reagan-

- Anyone who stops learning is old, whether at twenty or eighty. Anyone who keeps learning stays young. The greatest thing in life is to keep your mind young.

- Henry Ford-



How does this
change your
perspective as
a leader?



Let's learn from each other!