

BUCKLE UP.....YOUR ADVENTURE IS ABOUT TO BEGIN WITH CANDY WHIRLEY



BRIDGING THE GAP

*How to manage and work with the different
genders, generations and genetics.*



GENDERS...WHAT MAKES THE DIFFERENCE?

Women

Men

Multi-tasking Experts

_____ Experts

Listen with emotions

Listen to _____

Need to talk

_____ move on

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-
-



GENERATIONS...WHAT MAKES THE DIFFERENCE?

<u>Name</u>	<u>Age</u>	
Silent/Traditional	1922-1945	75 million
Boomer	1946-1964	78 million
X	1965-1980	45 million
Millennial/Y	1981-2000	80 million
New Silent/Z	2001-	

GENERATIONS...WHAT MAKES THE DIFFERENCE?

CONTINUED

	Traditional	Boomer	Gen X	Gen Y
Work Ethic				
Major influences In your life				
Motivation				
What do you Appreciate				
Trends				
Burning Question				

Extra nuggets you should know

Z the next generation.....

Influences: 911, school shootings, recession, brothers and sisters getting out of college and have to move back home because of no jobs, parents losing jobs. But according to Emily Anatole trends writer at The Intelligence Group Forbes, only 6% of the Z's are fearful about the future. This generation has seen a lot and they are resilient and very inquisitive. They need to gain trust quickly.

To get the most out of this generation you have to SHOW them (meaning have a work culture of mixed generations) who trust one another and who are open to this next generation. They want to be part of decisions, development and idea generation. They are the most technical savvy generation yet, it would benefit company leadership to accept and understand this generation because they will strive to make a difference in the company because they strive to make the world better place.

The Generation Z new employers have to sell safety, security and trust. Again this generation is very skeptical and cautious.

Each Generation during organizational change

Generational Change: Change Management for the Ages By Karen Beaman, Jeitosa Group International
http://hcexchange.conference-board.org/attachment/WSR_AugSep12---Karen-Beaman.pdf

	Veterans 1922-1945	Boomers 1946-1964	Gen X 1965-1980	Millennials 1981-2000
Stage 1: Awareness	INFORM the business need for the change, providing background and facts	DISCUSS the business need for the change allowing opportunity for questions	EXPLAIN the business need for change, providing background and facts	CONVEY the personal and business benefits of the change
Stage 2: Understanding	ENSURE resources and training are available to help people adapt to the change	CREATE shared meaning and convey common goals for the future after the change	PAINT a picture of the future and describe the business goals after the change	COLLABORATE through discussion forums and open dialogue about the change
Stage 3: Acceptance	REINFORCE the business need for the change and support	ENCOURAGE questions and respond objectively to challenges about the change	INVOLVE people in exploring the impact and business benefits of the change	COACH , mentor, and provide immediate and ongoing feedback for the change
Stage 4: Alignment	OUTLINE expected behavior, organization goals, business results, and rewards	BUILD support for behavior, organization goals, business results and rewards	CLARIFY expected behavior, organization goals, business results, and rewards	ILLUSTRATE expected behavior, organization goals, business results, and rewards
Stage 5: Commitment	DEMONSTRATE common responsibility and accountability for the change	FOSTER buy-in, ownership, and accountability for the change	MODEL desired behaviors to gain responsibility and accountability for the change	SUPPORT ongoing dialogue to build responsibility and accountability for the change

Genetics...what makes the difference?








