

**Gen X, Gen Y, & Gen Z  
Go to Mt. Everest**

*Stop Me If You've Heard This One Before*

**Dr. Wade Larson, SHRM-SCP**  
Wagstaff, Inc. | Optimal Talent Dynamics

GET SLIDES

#NHRMA24

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Wade – How ya been? Hey, I'm going to do HR. I'm in the last part of my degree and I'm going to specialize in HR. Cool, right?

Huh?

It seems like fun. You're with people, help them, do fun stuff, and be in all the action.

SHRM

That's great! What do you want to do in HR?

Why do you want HR?

Hmmm...where did you get your information? LOL

Let's talk...

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**QUIZ**

**Do You Remember?**

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3

**Was it this?**

GET SLIDES

#NHRMA24

4

**Or this?**

GET SLIDES

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5

**You became...**  
**(The Company Swiss Army Knife)**

GET SLIDES

#NHRMA24

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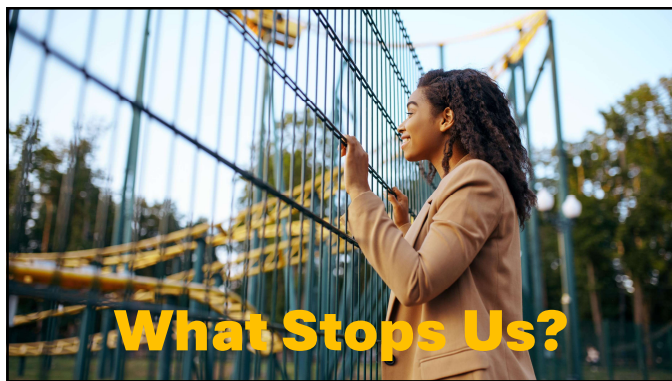
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## Where the Story Begins

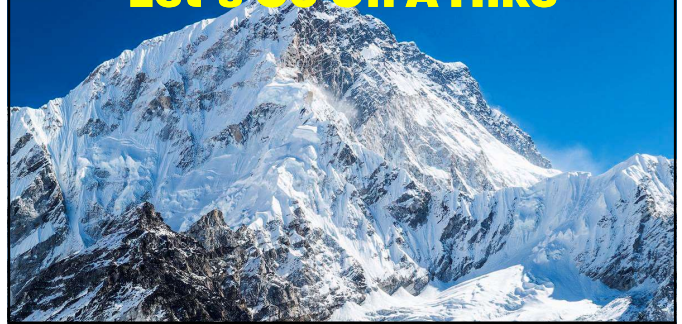


Actually...



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## "Let's Go On A Hike"



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## Lesson 1: Worry

- Physical      **How do you prep for 18,000 ft?**
- Gear            Max 33 lbs
- Home            Gone for 3 weeks
- Worst Case    Are affairs in order? (It's Everest!!)

**Only 2 Things Really Mattered**

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## Problem A: Cold



**How do I  
stay  
warm?**

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## Problem B: Heights

**HILLARY SUSPENSION BRIDGE**  
**124M HIGH**



**How do I cross that bridge?**

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## Choose How to Meet Problems

- Cold**      (a) Test Gear
- (b) Rely on Experience
- Heights**    Cross that bridge when I get there

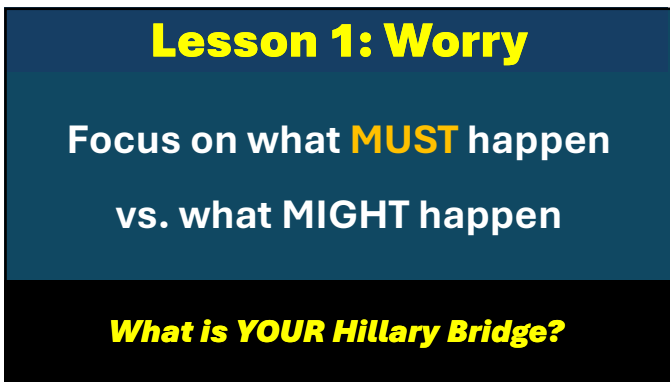
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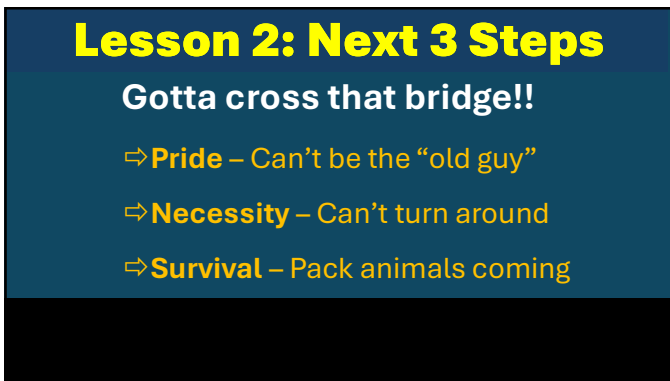
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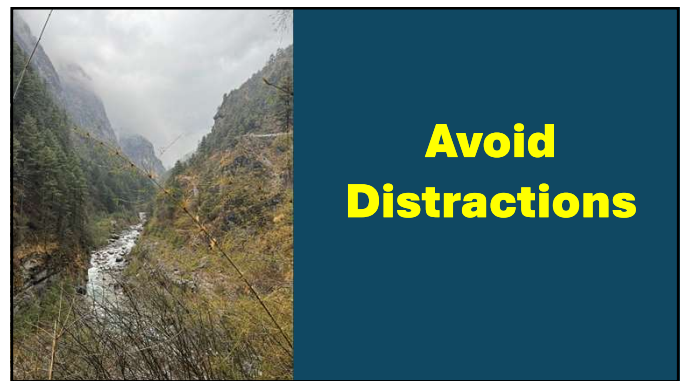
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**In the Moment**

**You've Gotta Just Do It**

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**The Lesson May Follow**

**The Heights Won't Kill You**

**Next 3 Steps**

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**Don't Forget to Look Up**

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**Lesson 2: Next 3 Steps**

Don't avoid starting because of **future** problems you can't yet solve.

**You'll figure it out...**

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**Lesson 3: Acclimation**

Acclimation ≠ Resting

- **Competencies Are Developed**
- **Skipping Acclimation Can Be Deadly**
- **You Can Optimize Acclimation**

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**Namche Bazaar**

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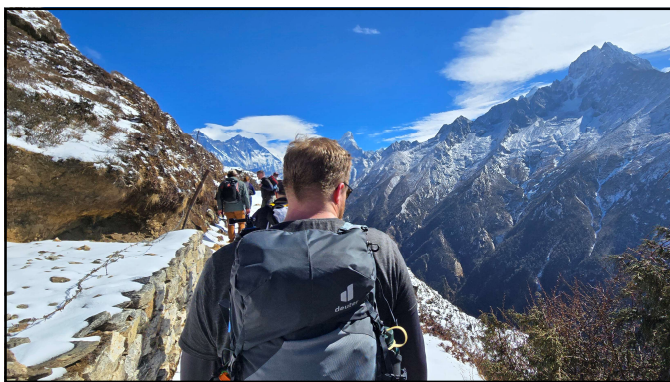




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**Lesson 3: Acclimation**  
Value

- Competency **MUST** Be Consciously Developed
- Skipping Acclimation Can Be Deadly, It **WILL** Hurt
- You Can **AND** Should Optimize Acclimation

**Do Hard Things!**

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**Lesson 4: Example**  
How we do  
**ANYTHING**  
is how we do  
**EVERYTHING**

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Others  
match what  
we say and  
do

**Behaviors**  
**Speech**  
**Beliefs**

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**To Employees**

**YOU**  
Are The  
Company

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**Lesson 4: Example**  
Awareness  
Integrity  
Consistency

**Golden Rule of Leadership**  
*You get what you **TOLERATE & EMULATE***

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### Lesson 5: Goals

- Set YOUR Goals (That Matter)
- Align Goals with Actions
- Synergize Resources
- Healthy Dose of GSD

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### End in Mind

Vision improves the chance of achievement.

45

### Kick Your Own Butt!

Invite Others

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### Optimize Resources

It's Not the Size of Your Runway

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### The Road Only Seems Long...

Consistency Counts

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**Lesson 5: Goals**

- Know What Matters & Go For It
- Recognize and Measure
- Align Efforts with Priorities
- Respect Others' Pathways

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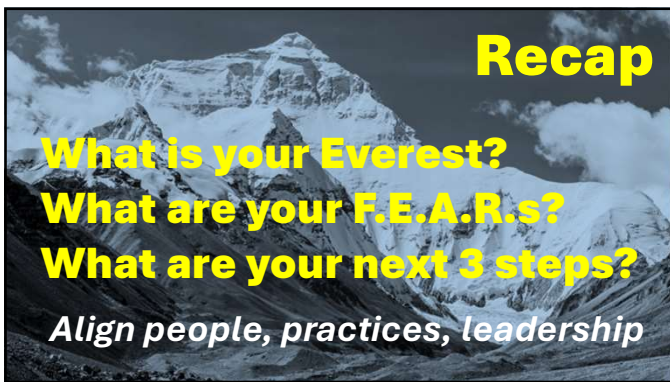
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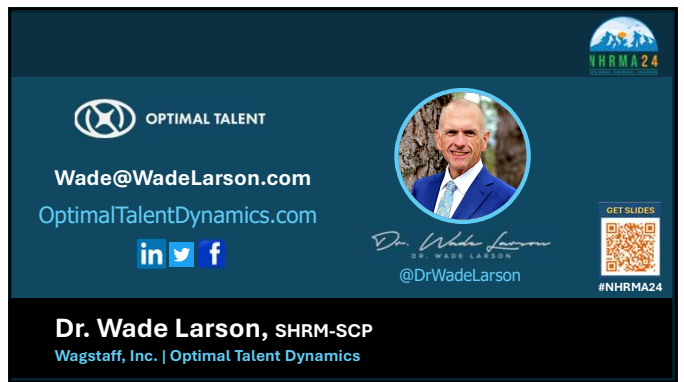
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