

BEYOND THE GENERATIONS



Building Culture to Shift Mindsets

of Legacy & New Gen Employees



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DISCOVER



TYPICAL GEN SESSIONS...

Your BIGGEST Problems?

Your most FREQUENT challenges?

Your GREATEST pains?

The things that take the MOST TIME?

BUSINESS PROBLEMS

=

PEOPLE PROBLEMS

So Many Differences



Instead of “Managing” What’s Different...





Those D@#& Kids!



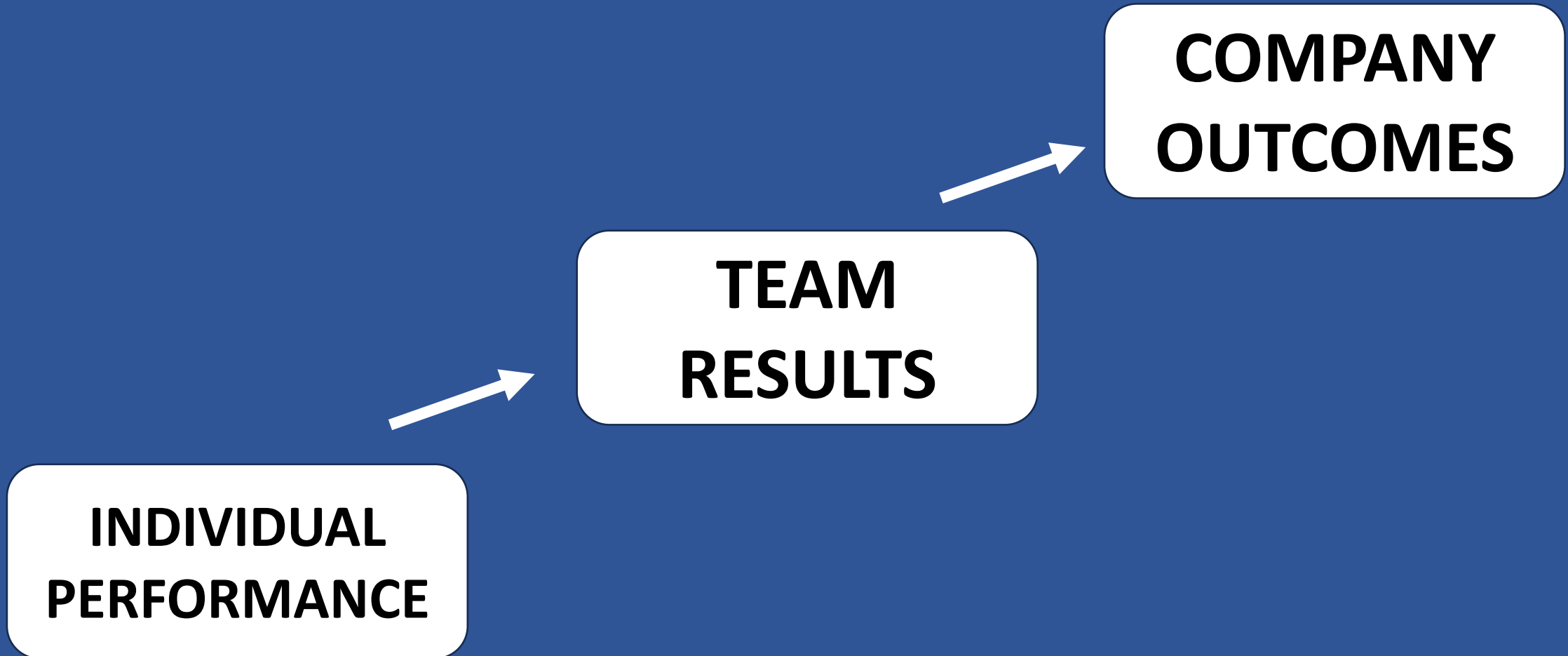
Those Old People!

PERPETUAL BLAME GAME

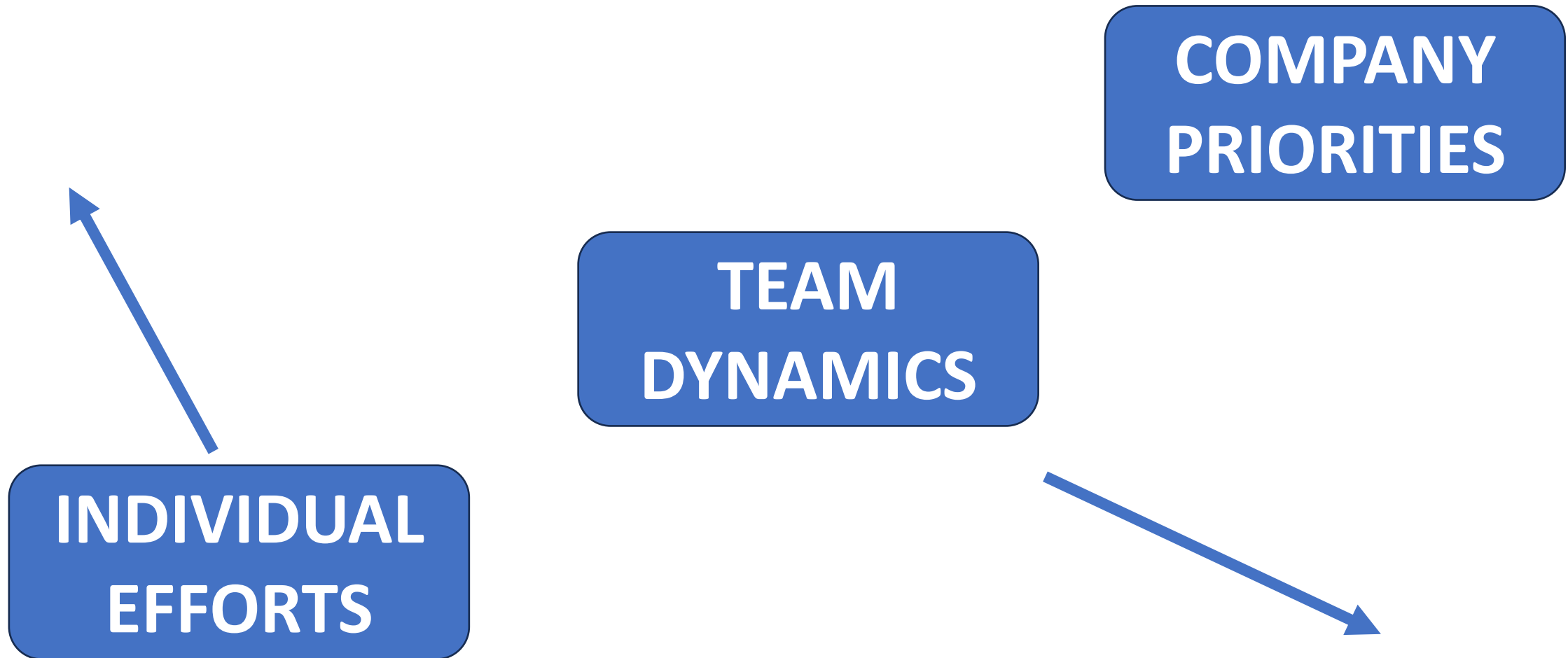


Ultimately...

Company Success



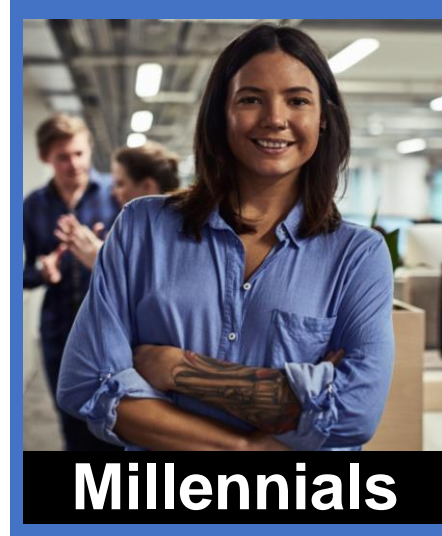
Company Failure





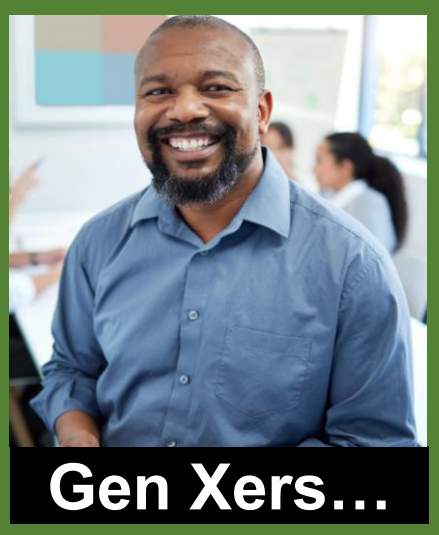
Boomers...

Inefficient
Controlling
Promote workaholism
Inclusion challenges
Poor flexibility
Skills gaps
Disconnection



Millennials

Job hoppers
Disengaged
Entitled
Tech Dependent
Frustrated w/o FB
Difficulty with FB



Gen Xers...

Cynical, Resistant
Inefficient
Unbalanced, Burnout
Anti-Collaboration
Feedback light
Disengaged (career)
Risk averse
Less connected



Gen Zers...

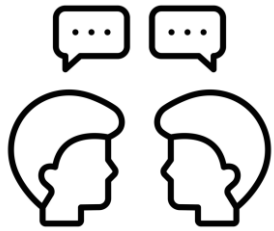
Low Soft Skills
Poor Team Skills
Frustrated in Career
Miscommunications
Digital over Personal
Tech Reliant
Life OVER Work

Viewing as a “PROBLEM” loses our focus.

HOT TOPIC LIST

ARE WE FOCUSING ON THE WRONG METRICS?

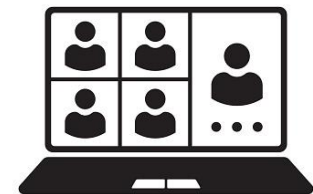
**Calling in vs
Texting?**



**Flexible Work
Arrangements**



**In Person v.
Virtual Mtgs**



Who's Right?



Who's to Blame?

Alignment

What should each
EMPLOYEE
know, be, & do?

Individual Goals

Team Goals

Do
MANAGERS
know how to
align teams?

Company Goals

What do we
want?
(Goals,
Priorities)

When we define **what**
and **align goals**
how matters less...

Many “Generation” Problems...

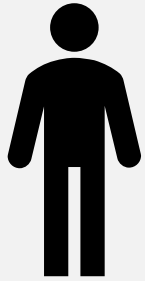
Are About
Style

Consider Problem, not Symptom

Why do we
work?



Do They Have a Reason to Work?



Performance

- ***f* (Knowledge / Skills / Attitudes)**
 - Do they know how? What is expected?
 - Are they able to? Are they a good fit?
 - Do they want to?
- **Influenced by Environment**
 - Culture where they feel welcome?
 - Do they feel a part of the solution?
 - Does the **MANAGER** make a difference?

If We Took Another Approach

Strengths Based...

Consider less age focus due to “career jumping” and other unique workforce dynamics...

ENTRY	EXPERIENCED	SEASONED	TRANSITION
New to career, skills, industry, company.	Solid skills, confident with expertise, SMEs.	Front-line leaders, experts, doers, core.	Wisdom, tribal knowledge, cycles of experience.
Goal Learn fast, engage, grow, stay excited to move.	Goal Grow faster, promote, increase expertise, become their best.	Goal Promote higher or deeper, recognized as expert, part of the solution.	Goal Maintain relevance, be valued, share knowledge.
Opportunity Engage fast, teach fast, perform to best level.	Opportunity Grow fast, promote, reward, engage, retain.	Opportunity Make part of the business, create ownership, drive autonomy & accountability	Opportunity Learn how to teach others, lead through mentoring, leave legacy.

Entry Level

Goal: Competence & Confidence

Get them the tools they need to succeed

ENTRY	Considerations	How to Do It
Typically Younger	<ul style="list-style-type: none">• Different work style• Want fast progress• Lack “durable skills,” may lack tech skills• Priorities: Flexibility, life balance, relationships	<ul style="list-style-type: none">• Skills Instruction• Rapid Skills Track• Job shadow partner• Mentor
Employer Needs	<ul style="list-style-type: none">• Speed to proficiency• Core competencies – Rapid skills deployment• Durable (soft) skills training• Retention & progression	<ul style="list-style-type: none">• Skills Based Onboarding• OJT Job Shadow• Mentorship
What Employees Want	<ul style="list-style-type: none">• Rapid progression• Engagement – part of the solution• Recognition – for doing their part• Cool work	<ul style="list-style-type: none">• Clear expectations• Roadmap for progression• Let them do what they do

Career Transition

Value Experience & Support Development

Provide opportunities to leave a legacy

ENTRY	Content	How to Do It
Typically Boomer	<ul style="list-style-type: none">• Less prone to change, emphasis on tasks• Work focused – come to work, do the work• Highly skilled,	<ul style="list-style-type: none">• Skills Instructor• Training coordinator• Job shadow partner• Mentor
Employer Needs	<ul style="list-style-type: none">• Capture knowledge from long-term employees• Transfer skills to new employees• Engage experienced and newer employees• Maintain engagement & growth from LT EEs	<ul style="list-style-type: none">• Mentoring Program• Train the Trainer• OJT Programs• Knowledge Capture
What Employees Want	<ul style="list-style-type: none">• Valued for contribution & wisdom• Recognition & respect for expertise• Ability to pass on knowledge to others• Ability to contribute to the company	<ul style="list-style-type: none">• Program to facilitate• Training program• Mentoring program• Flexibility to guide

Company Success

Align individual goals with business goals and priorities to optimize outcomes







A photograph of three hikers standing on a rocky trail in a high-altitude mountain range. The hikers are wearing winter gear, including jackets, hats, and sunglasses. The background features jagged, snow-capped mountain peaks and a large glacier. The sky is clear and blue. The text "Same Trail" is overlaid in large, bold, yellow letters at the top left, and "Different Journey" is overlaid in large, bold, yellow letters at the bottom center.

Same Trail

Different Journey

WHAT CAN WE DO To Bridge The Generational Gap?

HOW DO WE ADAPT Training Programs For Employees?

QUESTIONS

Follow Up at:

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