

IAITAM ACE

KICKIN' ASSETS
SINCE 2002

LEADING A
MULTIGENERATIONAL
WORKFORCE

Skot Waldron



NASHVILLE, TN
MAY 9TH - 11TH







“The children now love luxury;
they have bad manners, contempt
for authority; they show
disrespect for elders and love
gossip in place of activity.”



Socrates 400 BC



ME.

20 Years

Speaker

Coach

100+ Client



WHO'S IN THE ROOM?



5 DIFFERENT GENERATIONS

The Silent Generation (1925 to 1945)

Baby boomers (1946 to 1964)

Generation X (1965 to 1980)

Millennials (1981 to 2000)

Generation Z (2001 to 2020)



THE SILENT GENERATION (1925 TO 1945)

Formative Experiences

- World Wars / Rationing
- Fixed Gender Roles
- Nuclear Families

Strengths

- Strong work ethic
- Resilient
- Value stability

Challenges

- Not tech-savvy
- Can overestimate their abilities
- Age / apathy



BABY BOOMERS (1946 TO 1964)

Formative Experiences

- Post-war Boom / Grew up with a surplus
- Moon Landing
- Family-oriented

Strengths

- Committed
- Good team players
- Make excellent mentors

Challenges

- Less inclined to welcome change
- They need recognition and rewards
- Generally not tech-savvy



GENERATION X (1965 TO 1980)

Formative Experiences

- Berlin Wall
- Early Mobile Tech / PC
- Rising Levels of Divorce / Working Moms

Strengths

- Some of the best overall workers
- Largely independent and self-reliant / Don't micromanage
- A bridge between traditionalists and tech generations

Challenges

- Least satisfied with the senior management
- Extremely skeptical
- The generational neglected middle-child / baby-bust generation



MILLENNIALS (1981 TO 2000)

Formative Experiences

- 9/11 and Terrorism
- Social Media / Reality-TV
- Instant Feedback

Strengths

- Believed to be the most tech-savvy / digital-natives
- Most “enthusiastic” / Live life, social
- Determined to right the wrongs of the past

Challenges

- Fatally idealistic
- Career impatience / Test out of courses
- Unrealistic job expectations



GENERATION Z (2001 TO 2020)

Formative Experiences

- Economic Downturn
- Global Warming / Climate Change / Identity
- Mental Health

Strengths

- Value relationships
- Find creative ways to educate themselves and better their lives / Instant
- Entrepreneurs

Challenges

- Don't provide challenge well / face-to-face conflict is difficult
- Little to no attention span
- Tech-reliant



2%

Traditionalists

1925–1945



Baby Boomers

1946–1964



Generation X

1965–1980



Millennials

1981–2000



Generation Z

2001–2020



5 DIFFERENT GENERATIONS

The Silent Generation (1925 to 1945)	Loyal but traditional
Baby boomers (1946 to 1964)	Collaborative but change averse
Generation X (1965 to 1980)	Independent but bleak
Millennials (1981 to 2000)	Driven but entitled
Generation Z (2001 to 2020)	Progressive but disloyal





Inner perception
drives
outer manifestation.



Thoughts
drive
Feelings
drive
Actions
drive
Reality



DEVELOPING OTHERS



Beware of the
Pit of Despair



A dramatic scene of a person standing on a rocky outcrop, looking up at a bright light source (possibly the sun or moon) shining through a large opening in a dark cave. The light creates a strong beam of illumination, highlighting the textures of the cave walls and the figure of the person. The overall mood is one of awe and inspiration.

**TIME
VISION
ENCOURAGEMENT**

ROI



IAITAM ACE
KICKIN' ASSETS
SINCE 2002

RETURN ON INVESTMENT

Capacity

Multiplying capacity to free you for new challenges.

Scaleability

It allows the team / organization to keep growing and preserve the CORE DNA.

Influence

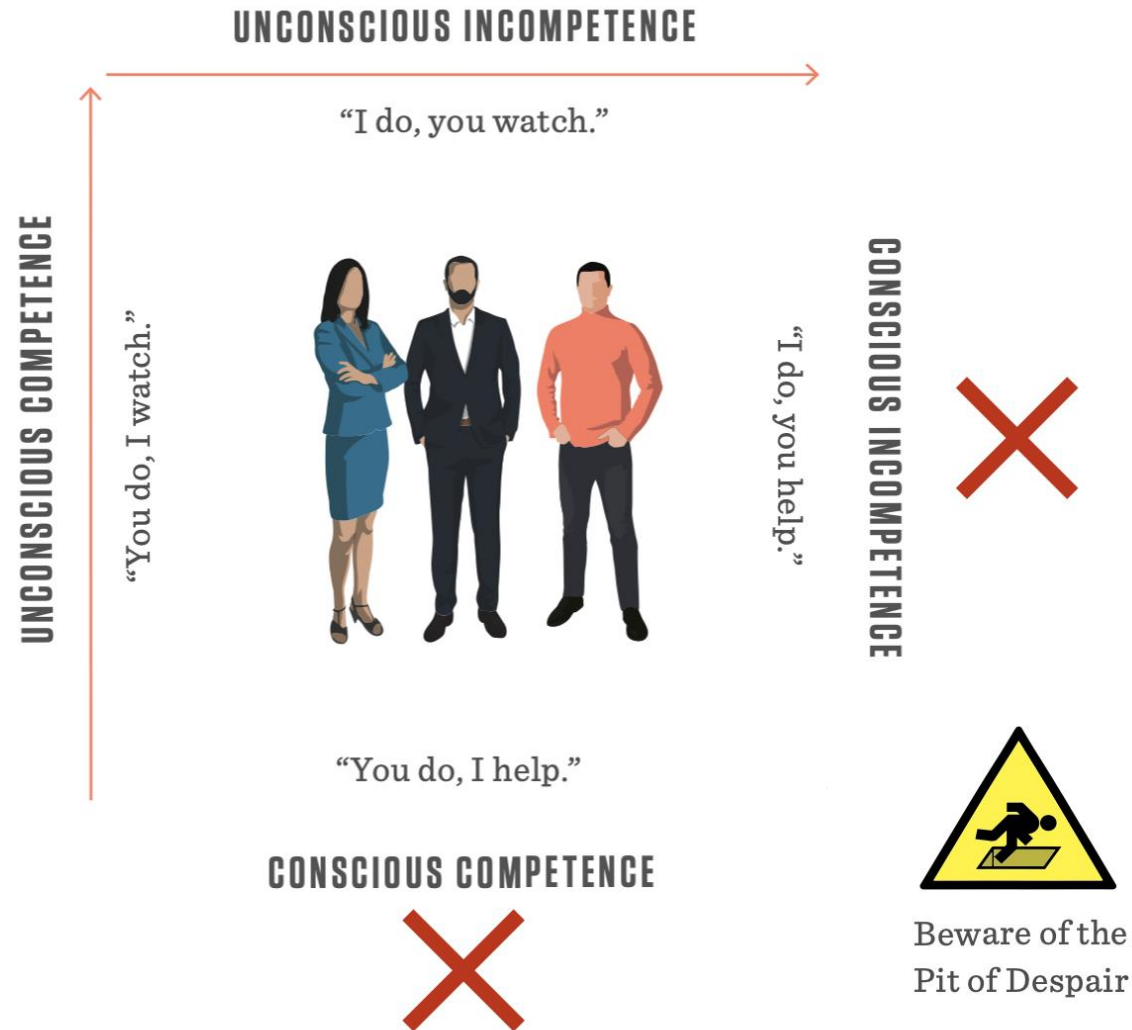
Lifelong influence, max return on investment



SO, WHAT'S THE PROBLEM?



DEVELOPING OTHERS



What am I afraid of losing?
What am I trying to hide?
What am I trying to prove? To whom?



RELATIONSHIP

Influence
Impact

Self Preservation



1. Can anyone else do it as well as I would?
2. How do I find the extra time to do this?
3. Are my skills worth imitating?
4. Will I lose influence if I train others to do my job?
5. How do I know who to Mentor?
6. How can I Mentor people who are older than me?
7. Do I really want to be that vulnerable?
8. What if I let people down and disappoint them?
9. Am I really prepared for such a long-term commitment?
10. Am I prepared to go through Conscious Incompetence in public?



Scan:



Enter code:

TALK

Having trouble?

talk.ac/skotwaldron



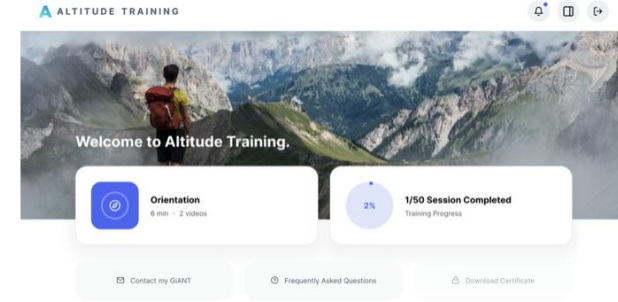
FREE STUFF



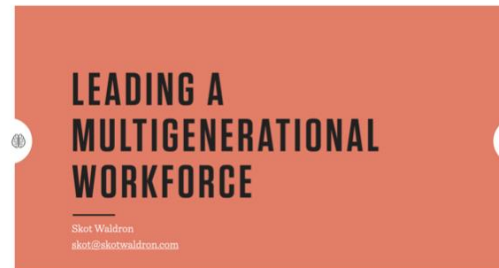
5 Voices Bootcamp



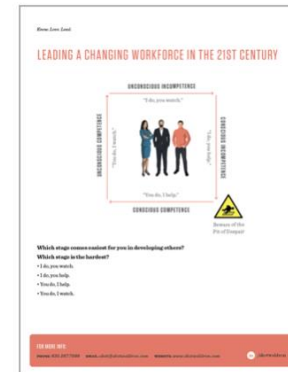
5 Voices Assessment



Beta Leadership Program



Slides



Workbook





TEXT: GEN
TO: 33777

skot@skotwaldron.com
www.skotwaldron.com
@skotwaldron



IAITAM ACE
KICKIN' ASSETS
SINCE 2002

MENTORSHIP
HAS TO BE
INTENTIONAL.





People will always
value the investment
you made in them.





TEXT: GEN TO: 33777

skotwaldron.com

skot@skotwaldron.com



IAITAM ACE
KICKIN' ASSETS
SINCE 2002

IAITAM.org | ACE 2023 | Nashville TN