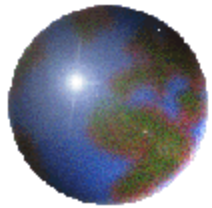


As you arrive...

- ✚ Find the table that represents your generation
 - ▣ Baby Boomer
 - ▣ Generation X
 - ▣ Millenial

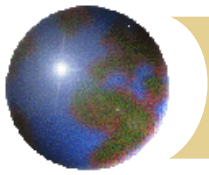


Working in a 4G World

ElizaBeth Parker Phillips

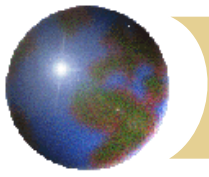
Susan Dumars

Child Development Inc



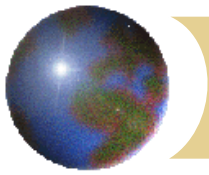
AHHH TO BE YOUNG!!!!

⊕ *"Our youth now love luxury. They have bad manners, contempt for authority; they show disrespect for their elders and love chatter in place of exercise; they no longer rise when elders enter the room; they contradict their parents, chatter before company; gobble up their food and tyrannize their teachers."* -Socrates



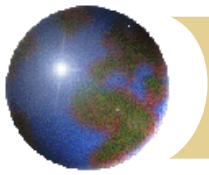
Introductions

⊕ Who we are



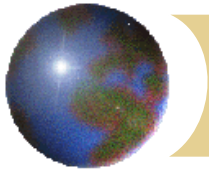
Concept Behind this Workshop

- ✚ Straus & Howe's "Turnings"
- ✚ Expanded work range (people are retiring later)
- ✚ While each generation has it's differences and it's critical events- all generations have similarities



Today we will...

- ✚ Focus on identifying the traits of the 4 current generations
- ✚ Look at how each generation's values & beliefs, communication style, assumptions & judgments
- ✚ Discuss how the generations impact us daily- in our work and home life.



Ground Rules

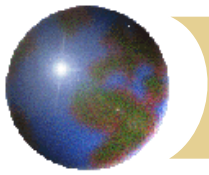
✚ Judgment Free Space

- ✚ The what or behavior not judgment

- ✚ *Show up for work at odd hours vs They are lazy*

✚ I believe statements

- ✚ ...

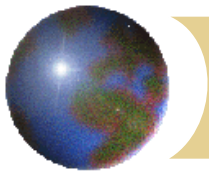


Let's Learn about the Three Generations

✚ World café

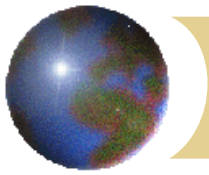
- ✚ In your small table groups, discuss and document what you know to be true about your generation.
- ✚ Focus on your
 - Beliefs & values
 - Communication style
 - Assumption and judgments you believe are made about your generation.

Identify one person who will stay at the table during parts 2 & 3 to represent your generation. They will hold the documentation of each discussion group.



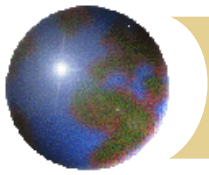
Part 2 & 3

- ✚ Now it is time to rotate! Each of you will move to one of the other 2 tables. Make sure to divide up to have representation of your generation at each table.
- ✚ The person who stayed behind will begin by providing a quick (1 min) overview of their discussion.
- ✚ The new table group will discuss how they are in relationship to this generation. Using the same topics:
 - ✚ How are the **values/beliefs** of the _____ generation similar or different to your generation?
 - ✚ How is the **communication style** of _____ generation similar or different to your generation?
 - ✚ What **assumptions/judgments** about _____ generation similar or different to your generation



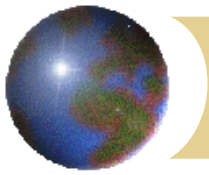
Part 4

- ✚ Return to your home table. Review and summarize from your generation's perspective the results of the discussions.



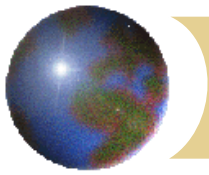
Phew--- that was a lot of thinking

- ✚ Take a quick break
 - ✚ Stretch
 - ✚ Network
 - ✚ Get a drink of water



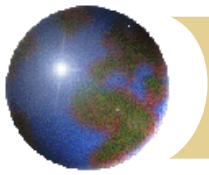
The 4th Generation

- ✚ AKA- Homelanders, iGen, New Silent, Gen Z.....
- ✚ Born 2001-
- ✚ Defining events: crisis-homeland security, recession, time of great social upheaval



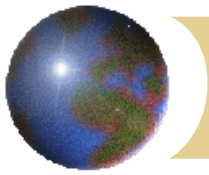
Traits & Predictions

- ✚ Comfortable to dependent on technology
 - ▣ Changing how they play
 - ▣ First true internet generation
- ✚ Multi-tasking
- ✚ Socially responsible
- ✚ Open to diverse cultures



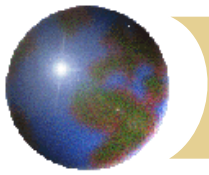
More on the 4th G

- ✚ They have a positive outlook on life
- ✚ Parents are primarily Gen X
 - ▣ Shared experiences “family gaming” & “co-purchasing”
 - ▣ Shift to “old” notions-work ethic, manners, etc combined with modern concepts



Reflection

- ✚ How does this knowledge, of yourself and others, impact your role as a:
 - ▣ Leader
 - ▣ Team member
 - ▣ Parent or community member
 - ▣ Consumer



Thank you

✚ To reach us

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✚ For more information

✚ Grail Research [http://www.grailresearch.com/gen\(underscore\)z](http://www.grailresearch.com/gen(underscore)z)

✚ http://www.huffingtonpost.com/2010/06/10/generation-next-or-homeland_n_607184.html

✚ How to Get Through To Generation Xers, Solutions June 1997

✚ Thomas, S. A Teacher's Guide to Generation X Parents, Edutopia Feb/Mar 2010

✚ Howe, N. Meet Mr. & Mrs X: A New Parent Generation AASA.org

✚ Neugebauer, R. Child care and the new economy. Exchange Sept/Oct 2009

✚ <http://www.lifecourse.com>