

Leading Multigenerational teams



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Stealing from kids (and each other)!

--January 6th, 2017

“Are young people different today?”

- ...they are lazy
- ...entitled
- ...apathetic
- ...want something for nothing
- ...can't communicate
- ...are disrespectful
- ..._____

Are young people different today?

No! Absolutely not!

It's us!

Maybe I'm wrong?!

"What is happening to our young people? They disrespect their elders, they disobey their parents. They ignore the law... Their morals are decaying. What is to become of them?" -- Plato

'The children now love luxury; they show disrespect for elders and love chatter in place of exercise. Children are tyrants, not servants... They no longer rise when their elders enter the room. They contradict their parents, chatter before company,...cross their legs, and tyrannize over their teachers.'

-- Socrates

"I see no hope for the future of our people if they are dependent on frivolous youth of today, for certainly all youth are reckless beyond words...impatient of restraint."

-- Hesiod, 8th Century

"Shockingly aggressive and lacking in deference." -- Barbara Tversky, Hebrew University, 1966

"We (Americans) have the most misbehaved children I've ever seen. Younger generation has less respect for elders than what you find in other cultures."

-- Neil DeGrasse Tyson, 2017

Something much bigger...

#1. What do our people, our teams, need and want from us?

#2. What do we do to lead well?

What do our *people, our teams*, want?

Want...

Financial Stability **B,X,M**

Life Well Lived **M**

Social Ties **M**

Relationships **B**

Balance **X**

Active Community **B,M**

Crave Feedback **X**

Valued at Work **B,X,M**

Achievement

Are...

Expecting of Transparency **M**

Independent **B,X**

Tech Savvy **X**

Rebellious **B**

Live to Work **B**

Work to Live **X**

Adaptable **M**

Idealistic and Optimistic **M**

Competitive

What we ALL want!

#1. Opportunity to Learn (engaged, feedback)

#2. Opportunity to Grow in Responsibilities (valued at work)

#3. Contribute to Others (team oriented, work to live)

#4. Be Recognized for Achievements (financial, mentorship, pride in work)



“You know what makes me sick to my stomach? When I hear grown people say that kids have changed. Kids haven’t changed. Kids don’t know anything about anything. We’ve changed as adults. We demand less of kids. We expect less of kids. We make their lives easier instead of preparing them for what life is truly about. We’re the ones that have changed.”

-FRANK MARTIN
S.C. HEAD BASKETBALL COACH

Why do we think (and see) this?

Confirmation and Availability Bias

Life Stage and Stages of Learning

Identity Stage	Process Stage	Learning Stage	Must Enter with:	To Continue, Must Demonstrate:
Applicant	Recruiting	Unconscious Incompetence	Ability	Humility
Trainee	Training/Induction	Conscious Incompetence	Perseverance	Capability
Rookie	Assimilation	Conscious Competence	Proficiency	Expertise
Technician	Tasking	Unconscious Competence	Expert Status	Collaboration
Operator	Integration	Shared Competence	Horizontal Awareness/Good Fit	
Instructor/Trainer	Reflection	Reflective Competence	Desire to Teach	
Alumnus	Advocacy	Perspective Taking	Goodwill	

What we do to lead well?

#1. Functional Excellence -- Tactics

#2. Physical and Mental Toughness

#3. Leadership and Teamwork -- “Followership”

#4. Warrior Mindset -- “Want to...” vs. “Have to...”

What we do to lead well?

We do two (2) things!

#1. Follow to Lead

#2. Command, Coach, and Mentor

Follow to Lead

External Focused

Decisive

FOR you

Givers!

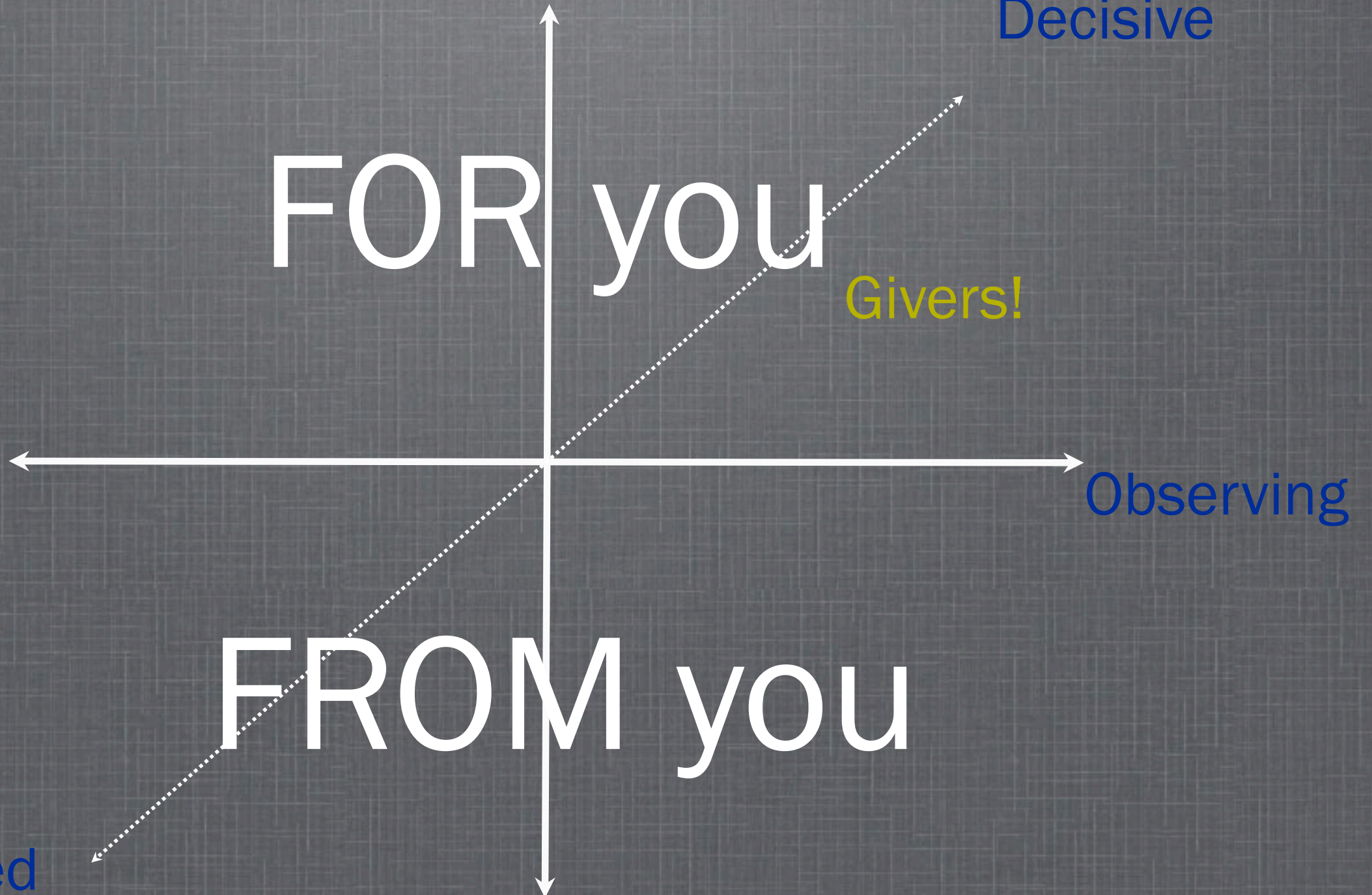
Directing

Observing

FROM you

Paralyzed

Internal Focused



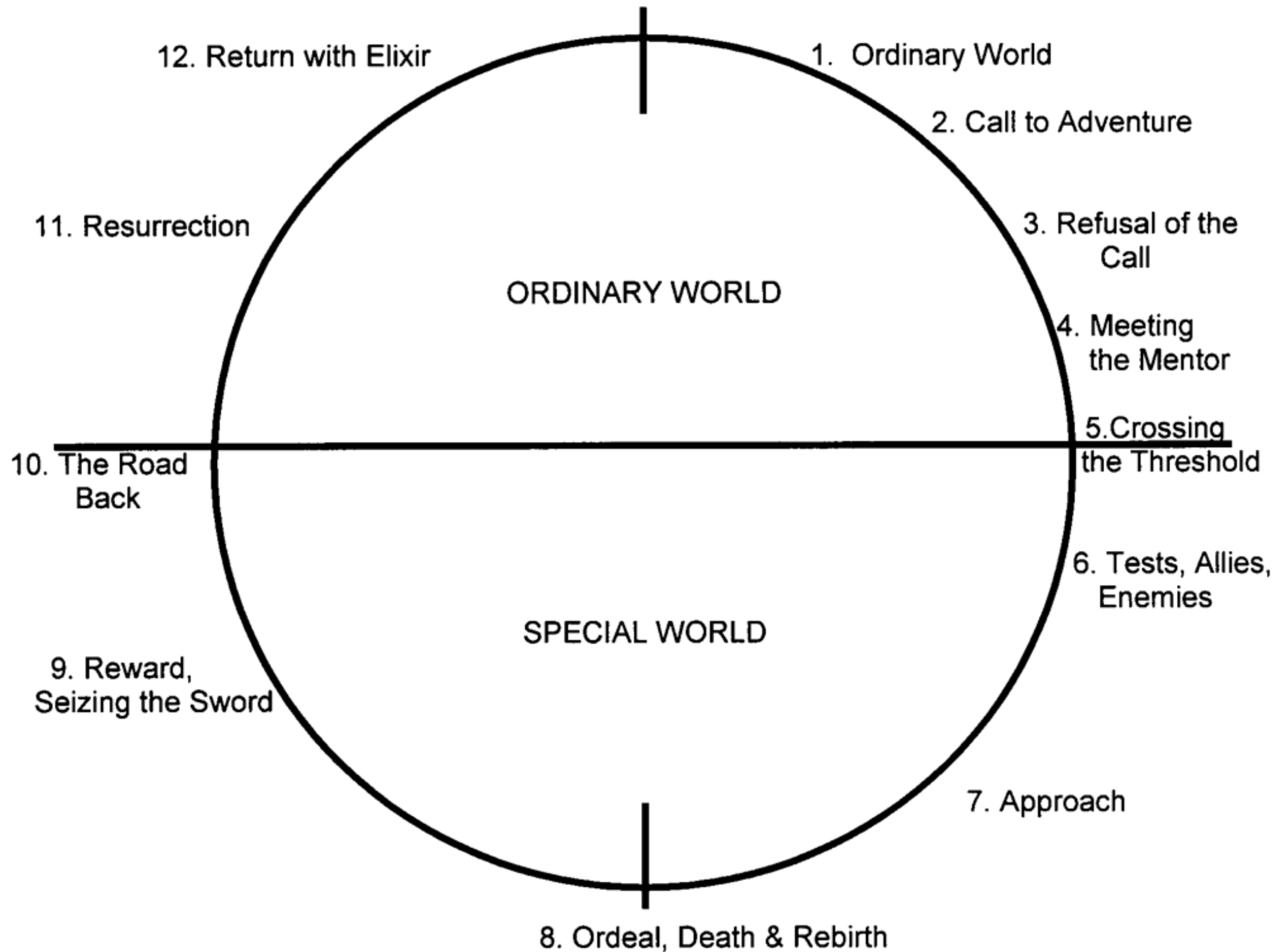
Command, Coach, and Mentor

Command (experience matters) -- 5-10%

Coach -- 20%

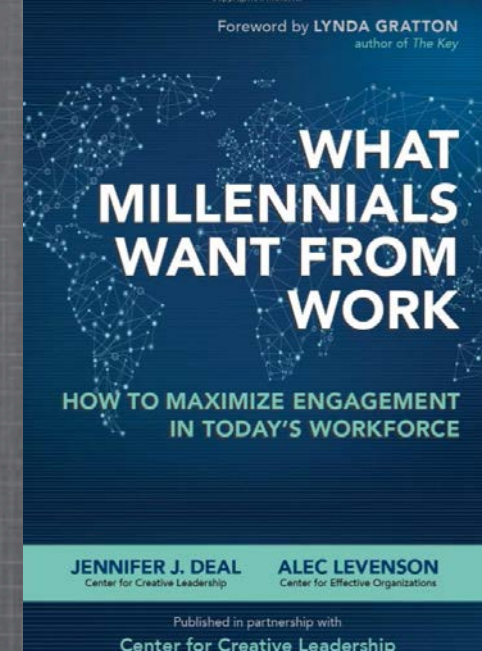
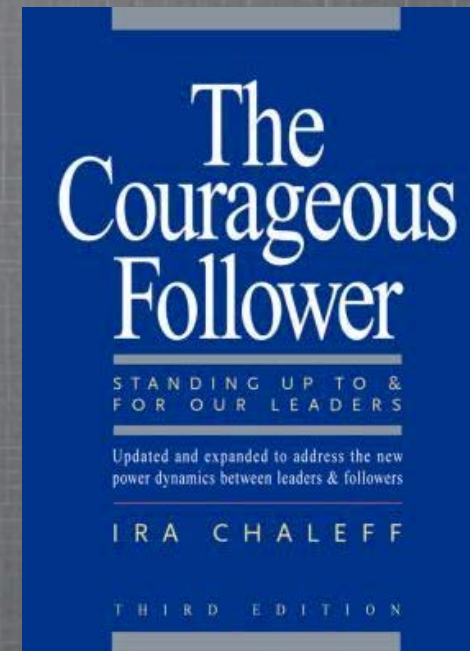
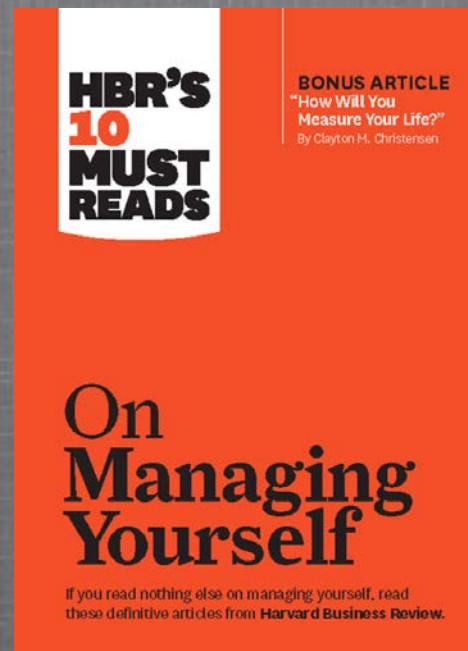
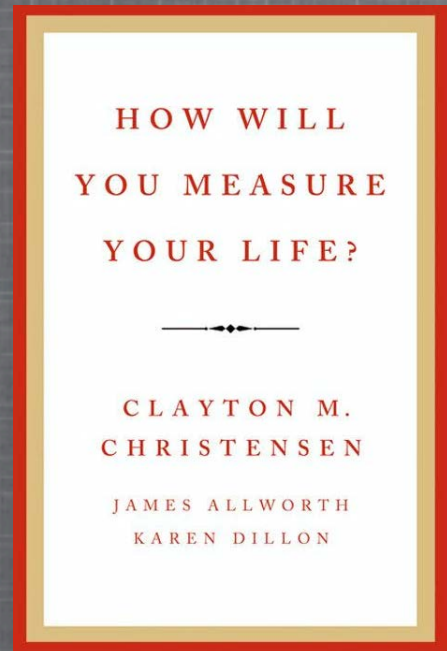
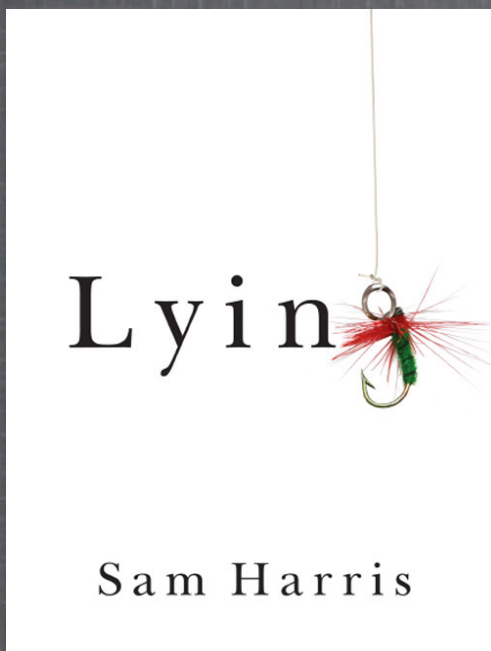
Mentor (they don't have to be you to be good) -- 70%

THE HERO'S JOURNEY



- Wrestling Coach
- Peers
- Sqdn CDR
- Business Mentor
- Wife

References, Resources, Self Research



Do Millennial Men Want Stay-at-Home Wives? NYT, April 2, 2017

Ron Williams (former Aetna CEO) and Dr. Rebecca Ray, The Conference Board Research



[Stealing Dreams: Seth Godin TEDxYouth@BFS](#)

