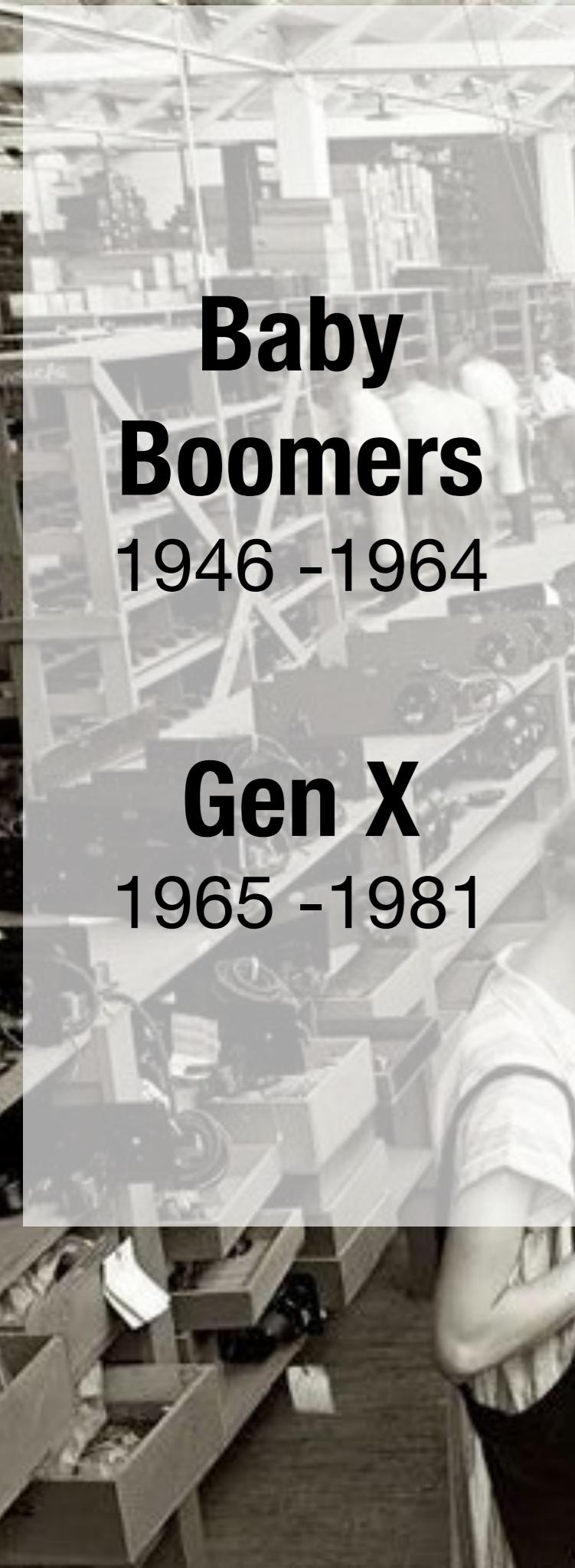


Team Building & Talent Management

in a Time of Turbulence





**Baby
Boomers**
1946 -1964

Gen X
1965 -1981



Millennials/ GenY

1982 -1995

Gen Z
1996- 2009



Which column best describes your workplace?

Industrial

Hierarchy

Profits

Experience

Reliable

Manage

Maintain

Work

Past

Talent

Collaboration

People

Innovation

Adaptable

Lead

Disrupt

Purpose

Future

Industrial

Talent

HOW is the work done?
WHEN is the work done?
WHERE is the work done?

Boomers & Xers

results
+ professionalism



Millennials & Zs

potential
+ ambition



Boomers & Xers

raised to
respect authority



Millennials & Zs

raised to
question authority



Boomers & Xers

learn by
experience



Millennials & Zs

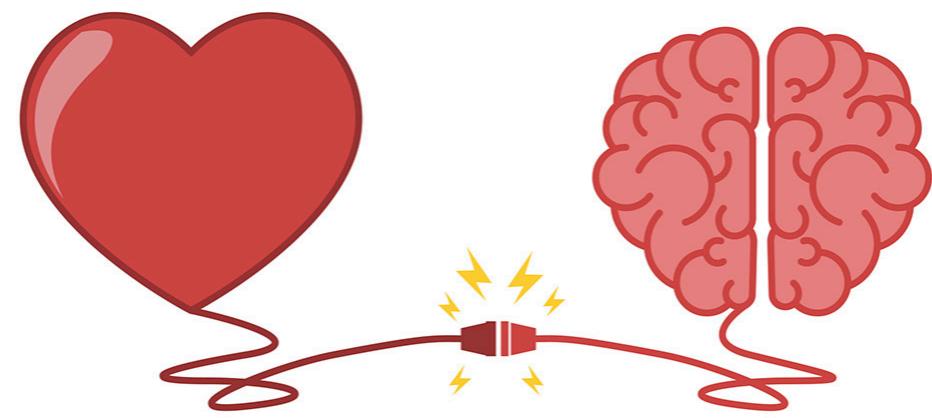
learn by
doing

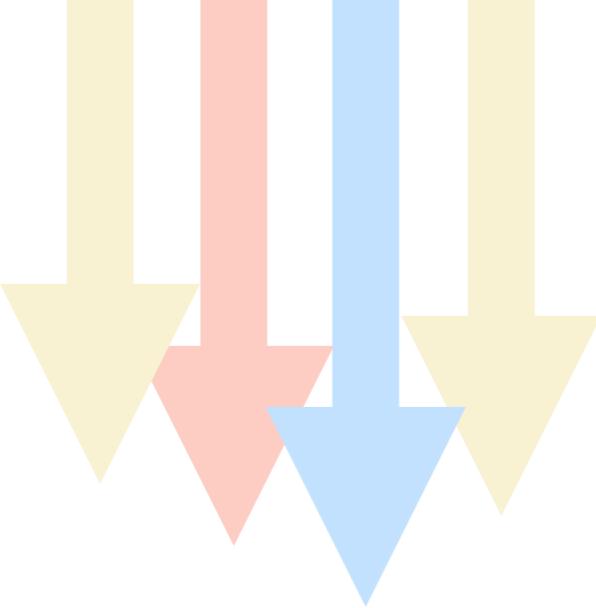


**Engaging people is
impossible until you
understand them,
which can only come
from time spent pursuing
a relationship with them.**



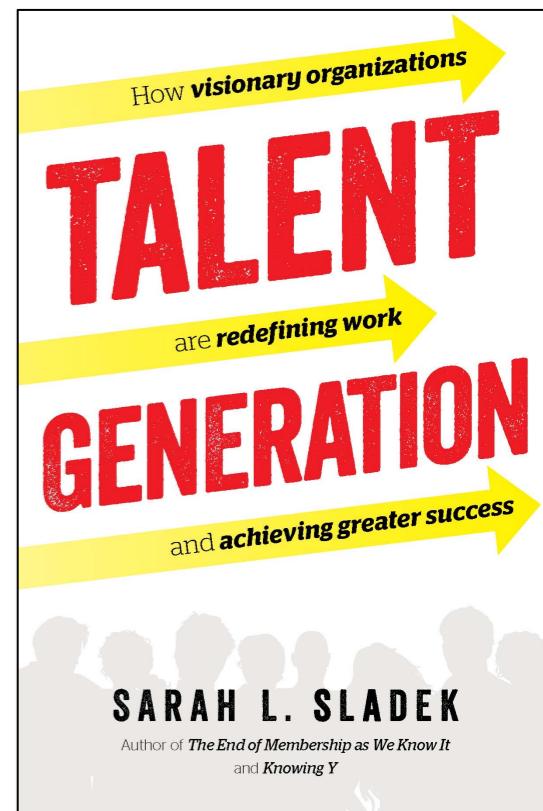
**Employee engagement is the
emotional commitment
an employee has to
an organization and its goals.**





**Employee engagement
is the **outcome** of building an organization that is
exciting, fulfilling, meaningful, and fun.**

Talent Generation Model



Why They Quit

They want a job that fits their identity
 to stay competitive
 to make a difference
 to be mentored
 to use their skills
 truth
 flexibility

They got a better offer.



The best places to work demonstrate trust in three ways

Employees
believe their
leaders are
credible



Employees
believe their
leaders respect
them



Employees
believe their
leaders are fair





people want
meaningful work,

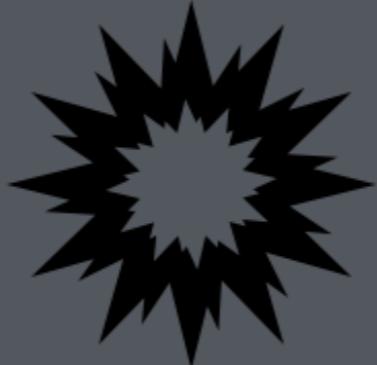
knowledge of what's
happening in their
environment

and the opportunity
to shape that
environment

Changemakers



Explosives



Ostriches



Changemakers



Why is change needed?

Changemakers



DISCUSS and REFLECT:
**Based on what you've learned today, where is
change most needed in your organization?**

**What can YOU do to positively
influence a change?**

**Engaging people is
impossible until you
understand them,
which can only come
from time spent pursuing
a **relationship** with them.**



Embrace the
CHALLENGE

Together