



A NEW GENERATION OF LEADERSHIP

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September 2009



Four Generations in the Workplace



Traditionalists
1922 – 1945

Baby Boomers
1946 – 1964

Gen X
1965 – 1976

Gen Y
1977 – 1995



Your Impressions...



Traditionalists
1922 – 1945

Baby Boomers
1946 – 1964

Gen X
1965 – 1976

Gen Y
1977 – 1995



Alignment

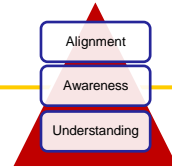
Awareness

Understanding

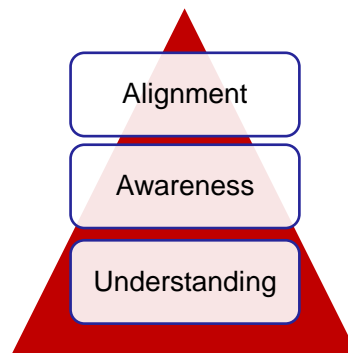


What You Can Do

- Understand differences
- Adapt
- Communicate/market vision
- Plan strategically
- Develop programs – mentoring, performance management, rewards/recognition/compensation



Five Key Statistics You Must Know



World-Class Performers Who/Why?



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World-Class Performers

1. Seek out a coach or mentor.
 - Need “outside” eyes.
 2. Use performance feedback.
 - Need to uncover tendencies.
 3. Turn unconscious tendencies into conscious choice.
 - Find their blind spots.
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World-Class Performers



4. Realize that what is required for improvement may be counter-intuitive.
 - Develop unnatural skills.
 5. Manage defensiveness.
 - ...and accept feedback.
 6. Develop an actionable plan.
 - Achieve goals.
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Fact vs. Fiction Transference Theory



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Generational Myths: Leaders deal with truth...not myth.



It is all about leadership





Thank you for
your time and attention.



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