

A New Kind of Diversity – by Dr. Tim Elmore

**WHAT IF EACH GENERATION COULD SEE
THE VALUE THE OTHERS BRING TO THE TABLE?**

I. Clashing Generations, Generational Differences

Talk It Over

1. Where do you see evidence of generational differences on your team or in your office?
2. What do you think are some of the dangers of this, if left unchecked?
3. Do you see any positive elements in the various generations where you work?

II. Is it important to Understand the “Generations” Next to You?

Talk It Over

1. Who and what were your greatest influences during your teen years? Did certain “cohort effects” leave a lasting impression on you and affect you to this day?
2. What are your thoughts regarding generations having “personalities?” How have you seen this?

III. Is There Really a Generation Gap Today?

Talk It Over

1. What factors have you observed at work or home that create a generation gap?
2. What have you already done to bridge this gap?
3. Name a time when you learned something interesting or helpful from someone in a different generation.

IV. Builder Generation Contributions?

Talk It Over

1. Are there members of the Builder generation you could welcome to play a role on the team or even be interviewed in front of your team?
2. What are some virtues your team displays that reflect the Builder generation? Which of the Builder generation virtues could you use more of on your team?
3. How could you position any Builder generation members to be successful?

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4. How can you capitalize on the virtues the Builder generation brings to the team?
5. What changes should you make to help them connect better with other team members?

V. Baby Boomer Generation

Talk It Over

1. How can you capitalize on the value and skills a Baby Boomer brings to the team?
2. What changes should you make to enable boomers to connect better with other team members and adapt to the changes they bring?
3. In what ways could bridges be built between Millennials and Baby Boomers?

VI. Baby Busters (Generation X)

Talk It Over

1. How can you capitalize on the value and skills a Gen Xer brings to the team?
2. What challenges have your team faced in which a Gen Xer could play the role of mediator and connect two perspectives on an issue?
3. How can you help Gen X leverage the tough times in which they grew up in order to benefit younger team members who experienced tough times as well?

VII. Millennials (Generation Y)

Talk It Over

1. How can you capitalize on the value and skills a Millennial brings to the team?
2. Data reveals that the largest chasm on work teams today is between Baby Boomers and Millennials. Do you see this? What can you do to bridge this chasm?
3. Generation Y is now the largest part of the workforce and will soon become the largest population of customers in US history. How can you prepare them to lead on your team?

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VIII. Generation Z

Talk It Over

1. How can you capitalize on the value and skills a Gen Zer brings to the team?
2. What changes should you make to connect better with Gen Z team members? How could you connect a Boomer generation member or a Gen X member to a Gen Zer who would identify with the challenges of a tough economy?
3. As you reflect on the challenges this newest team member brings into their career, how can you equip them to perform at their highest level?

XI. The Law of Navigation – Anyone Can Steer a Ship, but It takes a Leader to Chart the Course

Talk It Over

1. What has been your current approach to navigating varying preferences, expectations, and tensions on your team?
2. How can you better manage unmet or unspoken expectations on your team?
3. What communication changes should you make as you manage multigenerational expectations?

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Reference Source:

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