Managing Generational Gaps In Today’s New Work World

Patrick Kelly
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Industrial Revolution
1780-1830
The Tech Revolution
1990 - ?
Factors In Millennial Development
Education and Debt

The most educated generation in history

- Highest percentage of HS and college graduates

More debt than any other generation

- $1.3 trillion in student loans

Student loans grew by 350% from 2005-2016

- Average of $30,000/Millennial
The Recession

Foreclosures, job loss

Education wasn't the key

Today, 40% of those unemployed are Millennials*  

*Georgetown University Center on Education and Workforce

The Recession
Disruptive Change

**BLOCKBUSTER**

- $5 Billion In Revenue
- More Than 7,500 Locations
- Filed For Bankruptcy
- Sold Remaining 1,700 Locations To DISH For $233 Million
- Less Than 50 Locations Left

**NETFLIX**

- 300,000 Subscribers Losing Money
- 20 Million Subscribers Public and Profitable
- 90 Million Subscribers

2000

2010

2017
The Tech Revolution, Millennials, and the Work Disconnect
‘College Hazing’ Effect
ONE SIZE DOESN’T FIT ALL
Loyalty
What Great Employees Want From Work
It’s Not Ping Pong...
FIND YOUR PURPOSE
entrepreneur
undertake: see engage
Work Life Integration

OLD

NEW

Work

Life

FAMILY & FRIENDS

SOCIAL

PASSION

WORK
Flexibility
Overcoming Generational Gaps
Understand Viewpoints
Is the enemy inside or is the enemy outside?
Managing up and down means taking ownership

What do you want to learn? How do you want to grow?
Does your boss know?

Do you know how people under you want to grow and learn?
What are you doing to support them?
MVP, Behaviors, Culture

Culture
Behaviors
Values and Principles
Mission