

Piloting the Transition From Boomers to Zs

K f]Hb Vm'>bb'8cbLi YzDFYg]XYbhUbX' Ck bYfz>@8cbLi Y'9b[]bYYf]b[fYh]f]b["H\]g' UW_cZi dk UFX a cj Ya Ybh\Ug[]j Yb'a]'Ybb]Ug' UbX; Yb'NYfgU'fYdi HU]cb'Zcf'cV!\cdd]b['Ug'h\Ym'cc_'Zcf'

FIVE TIPS FOR THE LEADERSHIP AND RETENTION OF NEWER GENERATIONS

= bX'h\Uigh Vcfb'VYrk YYb'%' (* 'UbX'%' * ("; YbYfUH]cb'L fYdfYgYb Vcfb'VYrk YYb'%' *) 'UbX'%' +- #%' , \$"; YbYfUH]cb'N]Ugc'_bck b' Ug'a]'Ybb]Ug'gdUbg'h\Y'V]fH nYUfg'cZ%' , %tc'%' - +"5brcbY' Vcfb'VYrk YYb'%' - + 'UbX'&\$%']g'Vcbg]XYfYX'U'a Ya VYf'cZ; Yb'N'

5g'=g'UHfX'VYZcfYZVUvmVcca Yfg'mal]W'`mfYa U]b'Uh'h\Y]f' Vta dUbnk Y''dUgh'h\Y'bcfa U' fYh]fYa YbhU[Y'Xi Y'hc'U'g'fcb[' gYbgY'cZ`cnU]hm'UbX'Ub']b\YfYbh'ibYYX'hc'k cf_'H\]g'\Ug'W' gYX' gca Y'ghU[bUH]cb]b'h\Y'hd'fUb_g'Ug'Vcca Yfg'\Uj Y'bchVYYb'



What Do Millennials & Gen Z Bring to the Table?

A]`Ybb]U'g'UbX'; Yb'N'dcggYgg[fYUhiUhf]vi H'Yg'hc' UXX'hc' nci f'cf[Ub]nU]cb"6Yg]XYg'h'Y'cVj]ci g' 'h'Uh'h'YmiUFY' ei]W'hc' U'Xcdh'W'bc'c[m' 'h'YmiUFY' V'bg]W'bh]ci g'zgcV]U`m' fYgdcbg]V'Y'UbX']bWl' g]j Y""H'YfY'UFY'g][\hX]ZYfYbWg'VYtk' Yyb' k \Uha' ch]j UH'g'a]`Ybb]U'g'UbX'; Yb'N'k \Yb']h'V'za' Yg'hc' h'Y' k cf_d'UW'"A Ubma]`Ybb]U'g'UFY'a' ch]j UH'X'Vm'fYV'z[b]h]cb' UbX' [fU]h' X'Y'Z'cf'k \U'h'YmiUW'za' d']g'"A UbmcZ; Yb'N'UFY' a' ch]j UH'X'Vm' bUbV]U' g'VW'f]miUbX'a' YUb]b[Z'`k'cf_"

Career-Driven

5W'z'fX]b['hc' U'fYV'Wbh]g' fj Ynā+*i' cZ; Yb'N'fYgdc'X'Ybh]g' XYg]V]VYX'h'Ya' g'Y'j Yg'Ug'fYgdc'bg]V'Y'Z'cf'X'f]j]b['h'Y]f'W'V'Y'f' UbX') , i' 'UFY'k']`]b['hc' k'cf_b][\h'g'UbX'k' Y'Y'Yb'Xg'Z'cf'\ [\Yf' dU'h'h']g'bi a' VYf']g'g][\h'm'ck' Y'f'Z'cf'a']`Ybb]U'g'z'() i' z'k' \c' d'UW' [fYU'Y'f'j' U' i' Y'cb' \U']b['Yi' dYf]Yb'W'g'W'h'z'h']g']g'g]'` [fYU'Y'f' h'Ub' h'Y'; Yb'L' UbX' V'U'V'm'V'cca' Y'f'g'z'k' \c' UFY'cb'm' (\$i' 'cf' `ck' Y'f']b'k']`]b['hc' k'cf_cj' Y'f'h]a' Y""# \]f]b['a']`Ybb]U'g'cf'; Yb' N'z'nci' 'a' Um[U]b' U'a' cfY'X'f]j' Yb'k'cf'Z'cf'W'"

Purpose Over Pay

K \Yb']h'V'za' Yg'hc' g'U'U'f'nā+(i' cZ; Yb'N'UbX'+\$i' cZa']`Ybb]U'g' UFY'a' ch]j UH'X'a' cfY'Vm'h'Y'di' fdcg'Y'cZ'h'Y'k'cf_ 'h'Ub'c]j' Y'f'h'Y' dU'h'W'V'W'"K \]Y'g'U'U'f'm]g]a' dcf'f'Ub'h'hc' h']g'[fci' d]h'g'bch'h'Y' cb'm'h']b['X'f]j']b['h'Ya' 'hc' k'cf_ \UFX'U'g'cddcg'Y'X'hc' **i' cZ ; Yb'L' z'UbX'+* +i' cZ'V'cca' Y'f'fYgdc'X'Ybh]g' #b'ch'Y'f'k'cf'X'g'z'h'Y'g'Y' nci' b['d'Ycd'Y'k' Ub'h'hc' W'V'Y'U'V'ci' h'h'Y'k'cf_ 'h'Y'm'X'c'"G'c'z'h'` VY']a' dcf'f'Ub'h'Z'cf'nci' 'hc' \Y'd' _Y'Yd'; Yb'N'UbX'a']`Ybb]U'g'Yb[U[YX']b' h'Y'a']gg]cb' cZ'k' \U'h'nci' fY'X'c]b[]Z'nci' 'k' Ub'h'hc' _Y'Yd' h'Ya' ' Yb[U[YX']b' h'Y'`c'V'"

Technological Powerhouses

6ch' c'Z'h'Y'g'Y' [Yb'Y'f'U]h]cbg'k' Y'f'Y'f'U]g'Y'X'Vm'h'W'bc'c[m' <U'f'b'Y'gg'h'Y'g'f'Y'b[h'g'h'U'h'V'za' Y'k']h' h'U'h'"A' Ub'm'z'ca' 'c' X'Y'f' [Yb'Y'f'U]h]cbg'UFY'b'ch'U'k' U'ng'`cc_]b['Z'cf'h'Y'Z'U'g'h'Y'g'h'UbX'a' c'g'h' YZ' V'Y'bh'k' U'h'hc' i' g'Y' h'W'bc'c[m'h' h'Y'g'Y' [Yb'Y'f'U]h]cbg'V'f]b[']

W'V'U'h]j' Y'z'ci' h'c'z' h'Y'V'cl' 'dfc'V'Ya' !gc']b['cb'U'`Y'Y' 'h'U'h'h'Y' d'f'Y']ci' g[Yb'Y'f'U]h]cbg'\U'j' Y'b'ch'g'Y'Yb'"5g'U'd'Y'f'g'cb'U'`g'rc'f'nā= fY'W'bh'm'Yb'`gh'X'U'a']`Ybb]U'`hc' \Y'd'a' Y'k']h' 'f'Y']g]b['UbX' g'h'Y'U'a']b]b['U'd'f'c'W'gg'h'U'h'k' U'g'h]a' Y'!V'z'bg' 'a']b['UbX'V'z'g'h'm' <Y'k' U'g'U'V'Y'hc' 'a' U_Y'h'Y'd'f'c'W'gg'a' cfY'YZ' V'Y'bh'UbX'a' cfY' d'ck' Y'f'Z'`"

5 Tips for Leadership & Retention

K \Yb']h'V'za' Yg'hc'`YUX]b['za' UbU[]b[z'UbX'a' Y'b'rc'f]b['b'Yk' U'f'f]j' U'g'hc' 'hc'X'U'ng'W'z'cg] [Yb'Y'f'U]h]cb'U'`k'cf'Z'cf'W'za' i' W'c'Z' nci' f'`YUX'Y'f'g']d'Yi' d'Y'f'h]g'Y'g'h]'`U'dd']Yg'<ck' Y'j' Y'f'z'hc' d'UW' U'`]h'Y'Yi' h'U'Z'c'W'g'cb']a' d'fcj']b['Ya' d'c'm'Y'f'Y' U]h]cbg'\]d'g' UbX'ci' h'V'za' Y'g'z'h' Y'f'Y'U'Z'Y'k' 'h']b[g'hc' _Y'Yd']b'a']bX'"h'Y' Z'`ck']b['UFY'] Y'h]d'g'hc' Q c

fYei jfY'YbVzi fU[]b['ZYXVUWza cgh; Yb'NYfgk]'' fYei Ygh
ghfU[\hzcfk UFX'ZYXVUW"@Ufb]b[\ck 'fc'YZZVWj Y'm
Vza a i b]WNY'cb'Ub']bX]j]Xi U 'VUg]g'g\ck g'nci f' Yl]V']hmlg'U
'YUXYF"

4. MENTOR

6ch\ 'cZh\Y'bYk Yf' [YbYfU]cbgj U'i Y'a Ybrcfg\,d'UbX'cb!



About the Author

›bb'8cbU'i Y'jg'Ub'Yb[]b'Yf'UbX'I b]h'X'GHU'Yg'BUj m'Vd'U]b'k'c'k'cf_g'
cb''Uf[Y!g'W'Y' [Ych'W'b]W' 'dfc'Y'W'g' -b' \Y'f'a]']h'f'm'W'f'Y'f'z'8cbU'i Y'Vi]'h'U'
Vf]X[Y'U'W'c'gg'h'Y'9i d'f'U'h'g'F'j Y'f'Xi f]b['h'Y' -f'Ue'k' U'f'UbX'V'z'a a' Ub'X'Y'X'Ub'
, \$\$!d'Y'fg'cbb'Y' 'V'U'U]]cb']b'5Z' \Ub]g'Ub" G'Y' \U'g'a Y'br'cf'Y'X'g'W'f'Y'g'c'Z'm'ci b['
'Y'U'X'Y'f'g'UbX' 'b'ck' 'fi' bg' @8cbU'i Y'9b[]b'Y'Y'f]b["J]g]h' ^X'Y'b[]b'Y'Y'f]b["V'z'a "

About the Article

F'Y'di V']g' \Y'X'Z'f'ca '7cb'g'f'i V']cb' '6i' g]b'Y'gg'c'k' b'Y'f' 7cb'g'f'i V']cb' '6i' g]b'Y'gg'c'k' b'Y'f'
f'76C'E']g'h'Y' 'Y'U'X']b['Vi' g]b'Y'gg'a' U[U'h]b'Y'Z'c'f'V'z'b'h'f'U'W'c'f'g'UbX']g'X'Y'g] [b'Y'X' 'h'c' \Y' d'
ck' b'Y'f'g'c'Z'V'z'b'g'f'i V']cb' 'fa' g'f'i b'g' W'W'gg'z' 'Vi' g]b'Y'gg'Y'g': ci b'X'Y'X']b' &\$\$ (z'76C'
d'f'c'j]X'Y'g'f'Y'U'!k' c'f'X' 'Vi' g]b'Y'gg'a' UbU[Ya Y'bh'Y'X'i V']cb' 'UbX' _b'ck' 'Y'X' [Y' h'U'h]g'c'Z'
f'Y'U'] U'i Y' 'h'c' 'h'Y' 'c'k' b'Y'f'g'c'Z'V'z'b'g'f'i V']cb' 'V'z'a' d'Ub]Y'g'

5bnj]Yk' g'UbX'cd]b]cbg'Y'i d'f'Y'gg'Y'X']b' h']g'U'f'h]W'W'a' U'm'c'f'a' U'm'b'c'h'f'Y' Y'W'h'Y'
j]Yk' g'UbX'cd]b]cbg'c'Z'h'Y' 7cb'g'f'i V']cb' 'A' UbU[Ya Y'bh'5gg'c'V'U'h]cb' 'c'Z'5a' Y'f]W'
f'7A' 55E' '6'm'idi V']g']b['h']g'd]Y'W'z'7A' 55']g'b'c'h'Y'i d'f'Y'gg]b['Y'b'X'c'f'g'Y'a' Y'b'h'c'Z'h'Y'
]b'X'j]X'i U'z'h'Y' 'U'f'h]W'W'z'c'f' 'h'Y'f' 'U'gg'c'V'U'h]cb'z'c'f[Ub]n'U'h]cb'z'c'f' V'z'a' d'Ub'n'