



Leading in Changing Times: Today, Tomorrow, and Beyond

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Write your headline.



organization

“It is not the strongest ~~species~~ that survives, nor the most intelligent, but the most responsive to change.”

- Charles Darwin



As long as one does not call his own position into question but regards it as absolute, while interpreting his opponents' ideas as a mere function of the social positions they occupy, the decisive step forward has not yet been taken.

- Karl Mannheim



BABY BOOMERS (1946-1964)

CULTURAL IMPACTS/EVENTS

- Vietnam War
- Woodstock
- Civil Rights Movement
- John F. Kennedy and Martin Luther King Jr Assassinations
- Sexual Revolution
- Strong Economy

IDEOLOGICAL IMPACT

- Career/Work Centered
- Team Orientated
- Hierarchical Minded
- Respect Authority
- Hard Work
- Career Builders
- Limited Professional Flexibility
- Materialistic/Money
- Either refuse to retire or will retire and come back

GENERATION X (1965-1980)

CULTURAL IMPACTS/EVENTS

- Economic uncertainty/layoffs
- Energy Crisis
- High Divorce Rate
- “Latch-key” Kids
- Children of Compulsive Workers
- Technology Advancements
- Operation Desert Storm
- Watergate
- Rodney King
- Exxon Valdez
- Challenger disaster

IDEOLOGICAL IMPACT

- Individualist
- Willing to leave an organization, but will have another job first
- Task and List Orientated
- Rule Abiding
- Fair Play
- Less Respect for Hierarchy/Structure
- Rapid Promotion
- Pessimistic
- More Family Orientated
- Need to Prove Themselves

MILLENNIALS (1981-2000)

CULTURAL IMPACTS/EVENTS

- Technology - Internet, Social Media, Cell Phones, Cable...
- Oklahoma City Bombing
- School Shootings
- Operation Desert Storm
- Globalization
- September 11th, 2001
- Societal Shift in Parenting and Child Rearing - Helicopter

IDEOLOGICAL IMPACT

- TECHNOLOGY
- Flexibility/Work-Life Balance
- Low Loyalty/Short Term
- Need to Make an IMPACT
- Big Picture
- Hierarchy?
- Diverse
- Weak or Few Non-Family Relationships
- Immediate Feedback/Information
- Team Tasks

GENERATION Z (2001-?)

CULTURAL IMPACT/EVENTS

- TECHNOLOGY
- Iraq, Afghanistan, Syria
- Domestic and International Terrorism
- Social Media
- Interconnected/Globalized World
- Housing Market
Collapse/Recession/Economic
Shifts/No Entry Level Jobs
- September 11th, 2001
- School Lockdown Drills

IDEOLOGICAL IMPACT

- Instant information, ability to connect and express oneself
- Pragmatic
- Realist
- More Diverse
- Weak or Few Social Relationships
- Live for the Present
- No Commitment
- Teamwork on a Virtual Level
- Work-Life Balance
- Weak Cause and Effect Analysis

Those Kids Today...!

Have only ever known two presidents.

Thanks to GPS, they have never needed directions to get someplace, just an address.

Threatening to shut down the government during Federal budget negotiations has always been an anticipated tactic.

When you say “apple” or “blackberry” – they don’t think of fruit...

h/t Beloit.edu

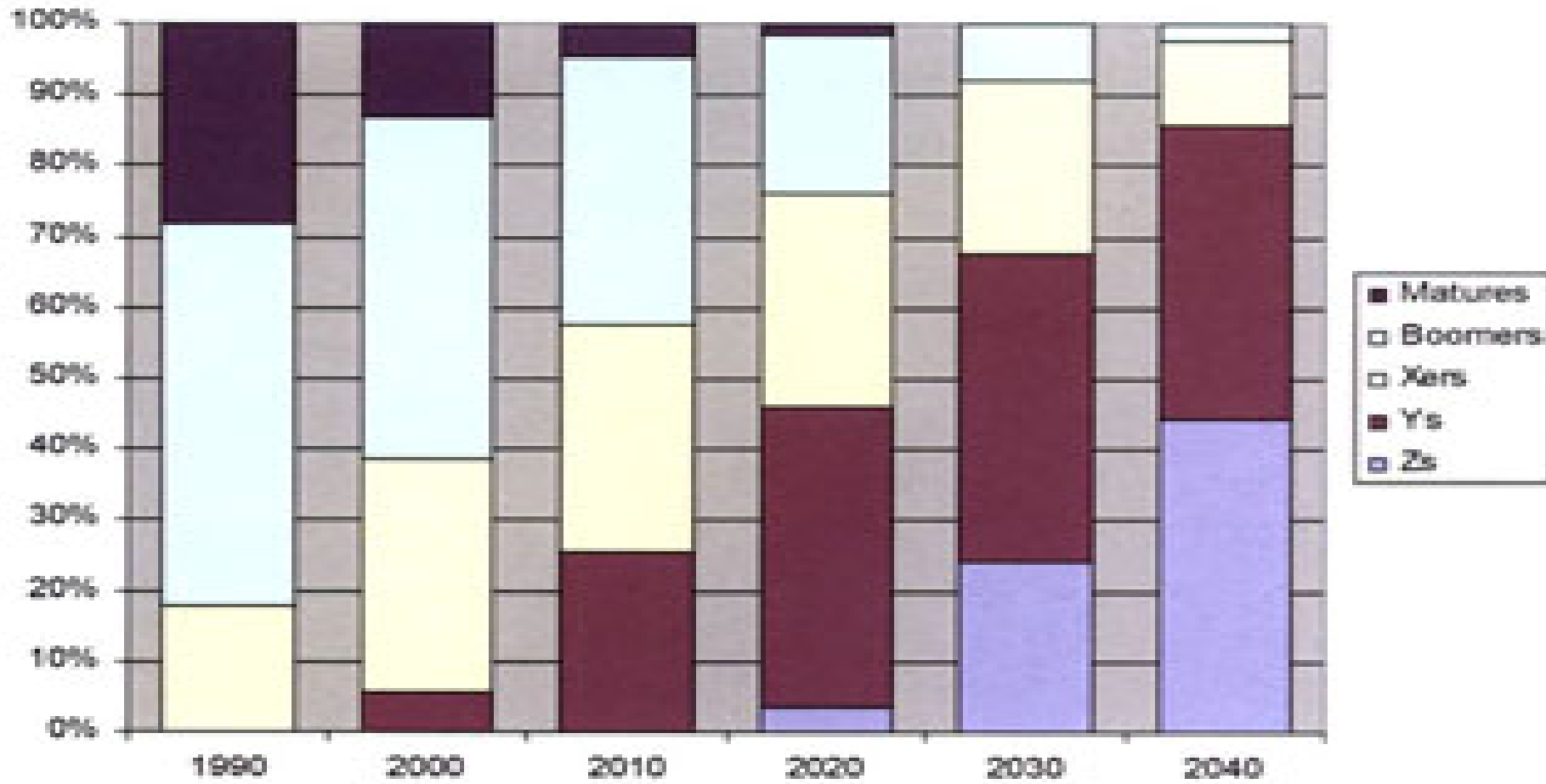


“The reality is that no one can be authentic by trying to be like someone else. There is no doubt you can learn from their experiences, but there is no way you can be successful trying to be like them. People trust you when you are genuine and authentic, not an imitation.”

- Bill George



EXHIBIT 1: ACTUAL AND PROJECTED PERCENTAGES OF MEMBERS OF EACH GENERATION IN THE WORKFORCE BY 10-YEAR INTERVALS



De Meuse, K. P. & Miodzik, K. J. (2010). A second look at generational differences in the workplace: implications for HR and talent management. *People & Strategy* 33(2), 50-56.

“The pessimist complains about the wind. The optimist expects it to change.

The leader adjusts the sails.”

- John Maxwell



“Hiring the best is your most important task.”

- Steve Jobs



“Employees don’t quit jobs. They quit managers.”

- Steve Miranda



“Diversity: the art of thinking
independently, together.”

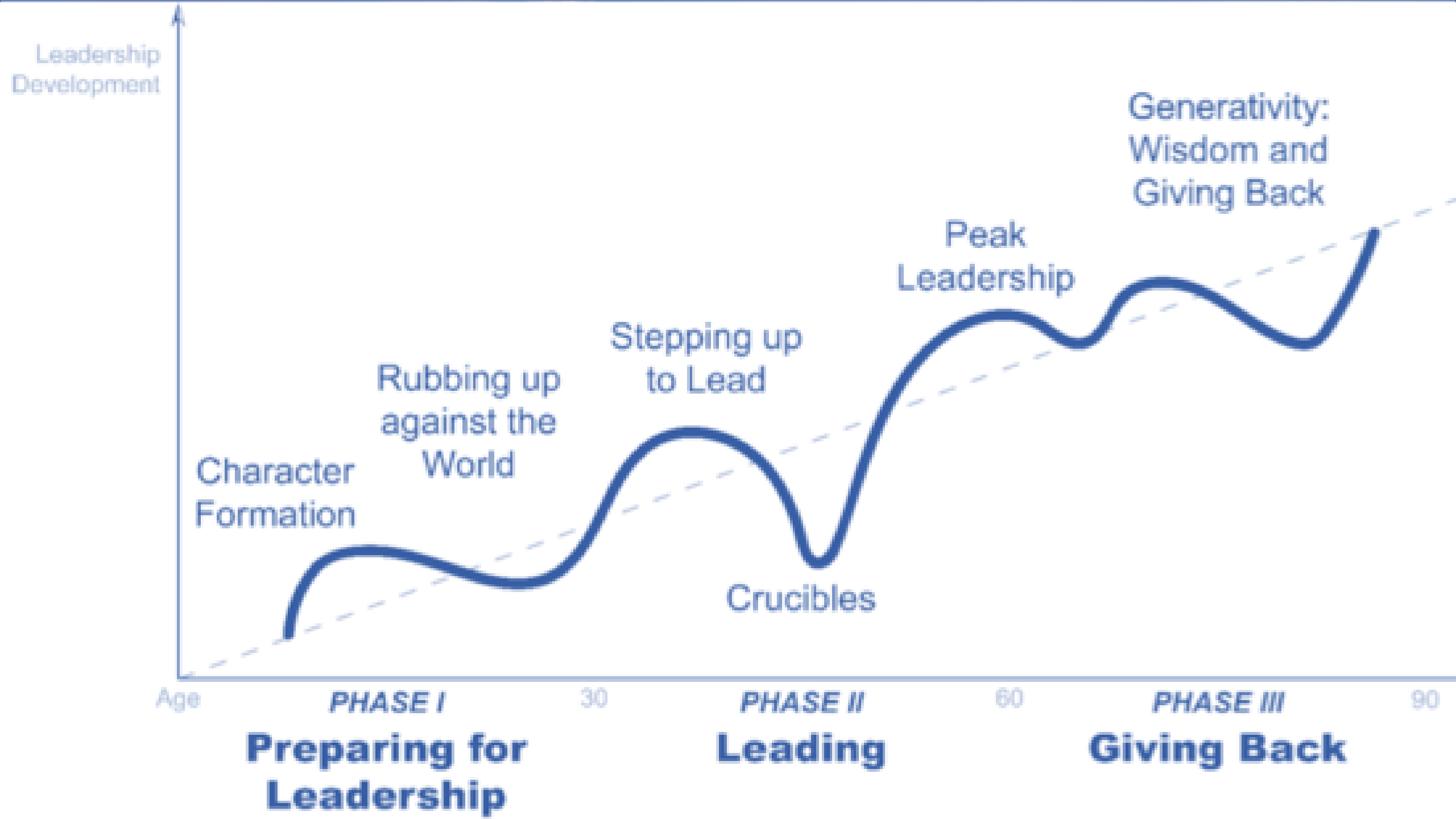
- Malcolm Forbes



“The role of leaders is not to get other people to follow them but to empower others to lead.”

- Bill George





“Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others.”

- Jack Welch



“Legacy. What is a legacy? It’s planting seeds in a garden you never get to see.”

Hamilton, “The World Was Wide Enough”





QUESTIONS?