



AERIAL ELLIS

CULTURE • COMMUNICATION • DIVERSITY • CHANGE • COMMUNITY

Imagine a world where everyone's ideas are valued — where risks are taken to support high-potential, dynamic leaders as they realize their dreams and solve problems within their communities.



PROBLEM SOLVERS **savvy**
CREATIVE pioneering
egalitarian
CONNECTED ALTRUISTIC
experimental COLLABORATIVE
FAMILY-CENTRIC **BOLD**

WHY?

CHANGE IS COMPLEX

FRUSTRATION

RESISTANCE

ANXIETY

CONFUSION

GENERATIONS THAT ASK WHY

**Cultural change exposes problems
by disrupting the system.**

GENERATIONS THAT ASK WHY NOT

**Social entrepreneurship solves
problems by disrupting the system.**

Why the intergenerational workforce matters

- **1: Organizational success and sustainability**
- **2: Advancement and retention**
- **3: Personal achievement/Work-life balance**
- **4: Diversity and inclusion**

Who's Next?

Generation Z / Digital Natives

Born during minor fertility boom around US Global Financial Crisis
The children of Generation X

CHARACTERISTICS

- Highly connected to communication
- Instant gratification/thrive on acceleration
- Independent, lacking a community- oriented nature due to social media
- Very open with little concern to privacy and personal information.
- Thrive on small bits of information.
- Under a lot of pressure to succeed

AT WORK

- Very collaborative and creative
- Will have to solve the worst environmental, social and economic problems in history
- Will not be team players
- Will be more self-directed
- Will process information at lightning speed
- Will be smarter

MENTORING

1

A mentor informally or formally helps you navigate your career, providing guidance for career choices and decisions. You drive the relationship. Your mentor is reactive and responsive.

COACHING

2

A coach provides guidance for your development, often focused on soft skills (e.g., active listening) rather than technical skills (e.g., financial acumen). You and your coach are responsible for driving the relationship.

SPONSORING

3

A sponsor is a senior leader or other person who uses strong influence to help you obtain visibility. The sponsor drives the relationship by advocating for you behind closed doors.

Best Approach to Sustaining an Intergenerational Workforce

- Active attention
- Transparency
- Relevancy for others
- Relevancy for oneself
- Passion
- Accountable leadership
- Autonomy through flexibility
- Self-care as a reflection of organizational culture



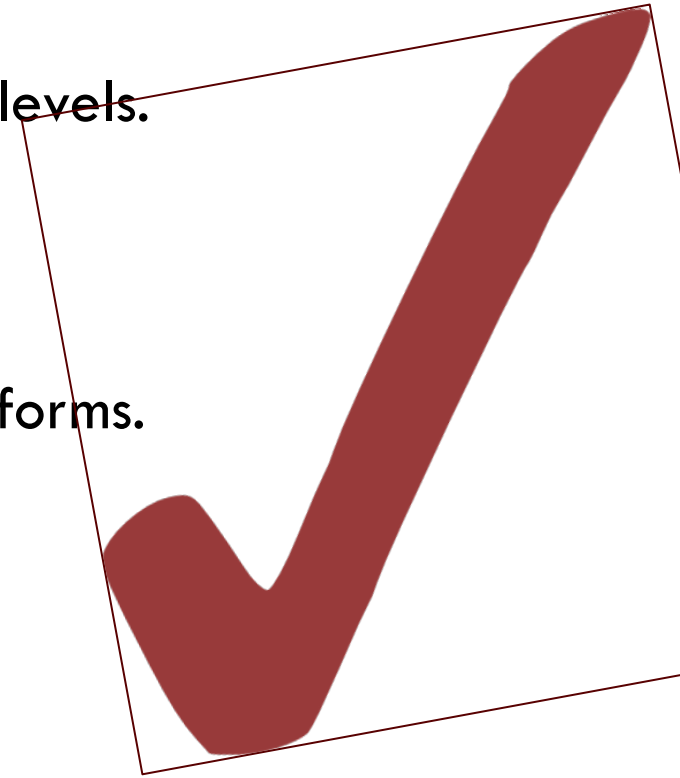
DON'TS FOR YOUR ORGANIZATION

- **Assume everyone will find the same things appealing.**
- **Get gimmicky with employees, partners, products or accomplishments.**
- **Push out content and walk away.**
- **Take on too much without a strategy; overcommit.**
- **Lose sight of the reason you need diversity.**



DO'S FOR YOUR ORGANIZATION

- Keep your interactions engaging, curious and relevant.
- Develop meaningful relationships on multiple levels.
- Maintain common ground & goals.
- Stay current & engaged on social media platforms.
- Allow your culture time & room to grow.
- Walk the talk; deliver.



Deloitte.

Connecting
Across the
Generations
in the Workplace



McKinsey & Company

CATALYST

Changing workplaces. Changing lives.



Millennials at work
Reshaping the workplace

pwc



TRAININGS/WORKSHOPS

- Next Generation Diversity: Grooming Millennials for Leadership
- Communicating the Business Case for Diversity and Inclusion
- Beyond the Buzzword: Getting Intentional about Diversity
- Intercultural Competency for Effective Communication
- The Cultural Shift: Where Do We Go From Here?
- Personal Branding: How to Stand Out Within Your Organization
- Storytelling for Leaders: Best Practices in Presentations
- What Women Want: Money, Power, Respect
- Original Millennials: Redefining Leadership for a Generation
- Vision & Voice: Building Your Brand in a Networked World



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