

FROM TYPEWRITERS TO iPADS



**How Generational Diversity
Is Transforming the Workplace**



BLACK &
BLUE

How long do Americans work for the **SAME EMPLOYER?**

5^{1/2}
YEARS

10
YEARS
AGE 55+

3
YEARS
AGE 20-34

Today's Learners

10 TO 14 JOBS

Before They Turn 38



(Dept. of Labor)



Either dislike their job
or are “disengaged”
from their work



Would consider
finding a new job.



Actively looking
for a new job

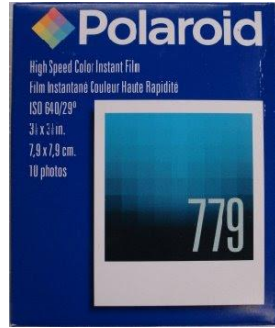


EHANG 184



“The world that we grew up in is not the world that we are growing into.”





Democratization

Demonetization

Dematerialization

2010: 100% of 1M users
 2011: 1M users
 2012: \$10B revenue
 Ch. 11 Bankruptcy
 2013: 150M Users

-Diamandis and Kotler, *Bold*



ADAPTABILITY



RESILIENCY



**COMPLEX VS
COMPLICATED**



JUDGMENT

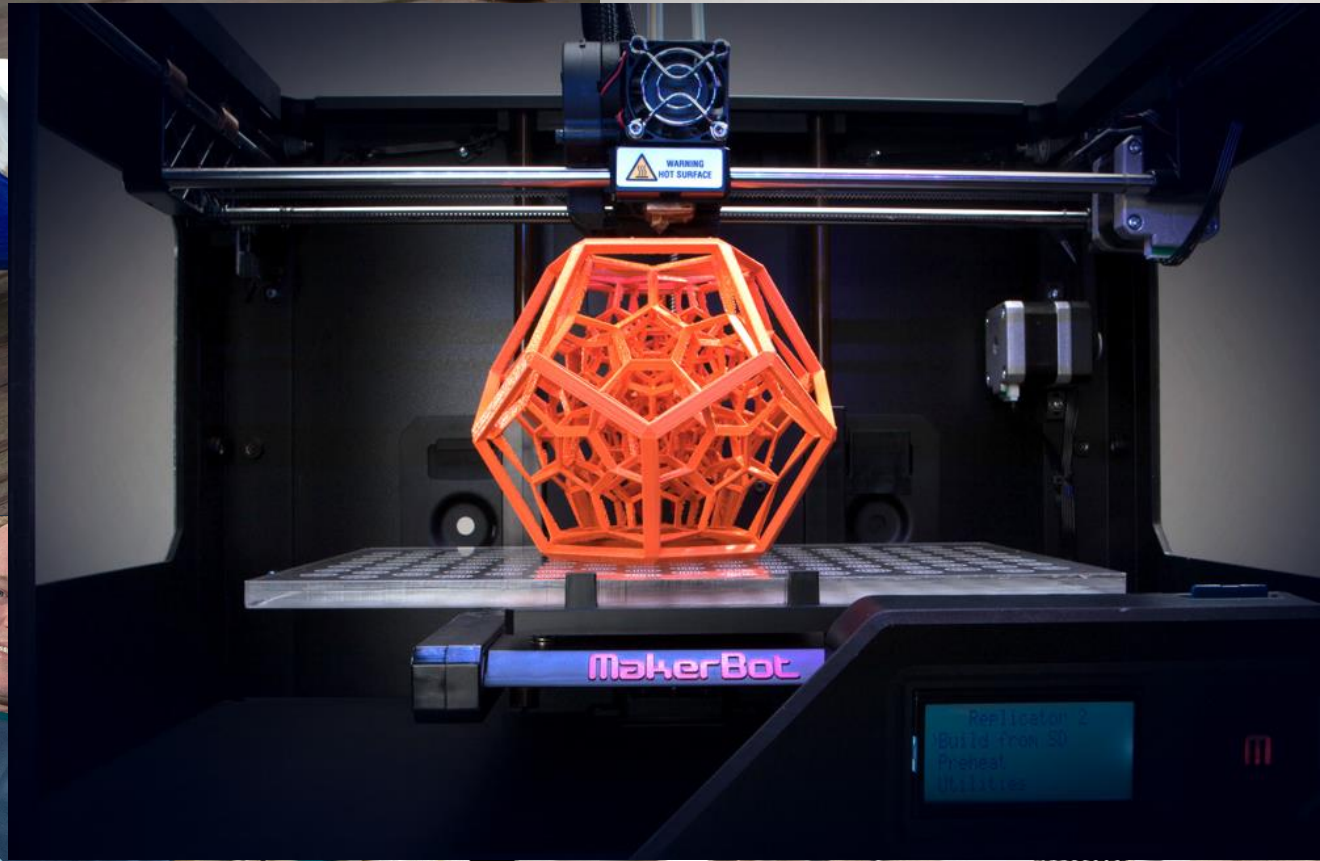




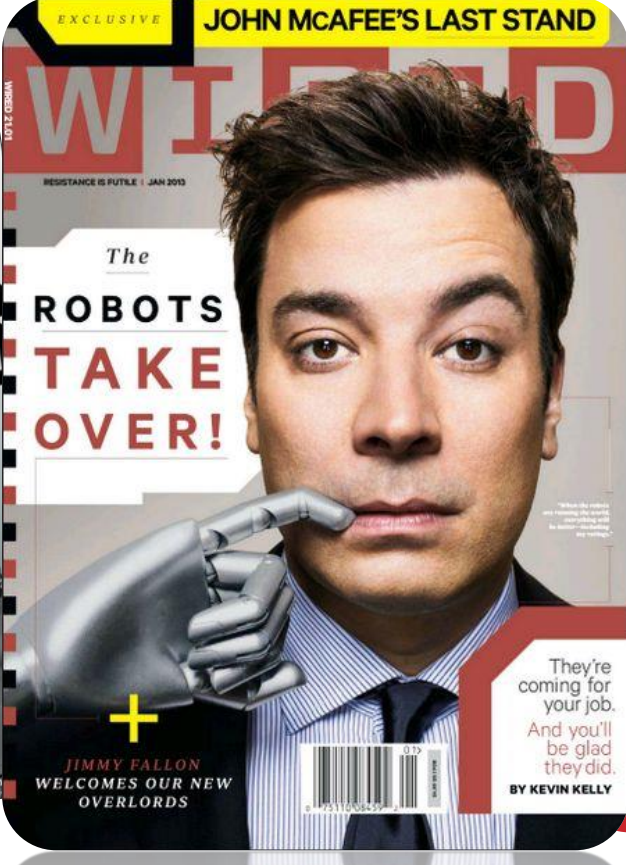
Technology is democratizing
the power to change
the world.

-Peter Diamandis

3D Printing



Generation Flux



Our Opportunity

“Our institutions are out of date; the long career is dead; any quest for solid rules is pointless, since we will be constantly rethinking them. But this is the moment for an explosion of opportunity, there for the taking by those prepared to embrace the change.”

Fast Company (2012)

Generation Trivia

Q: The generation most likely to shop on Amazon?

A: Millennials

Q: This generation is most likely to earn a Master's degree?

A: Gen X

#hotelprius



VISION

is the ultimate

➡ CONSTRAINT ←

Generational Navigation

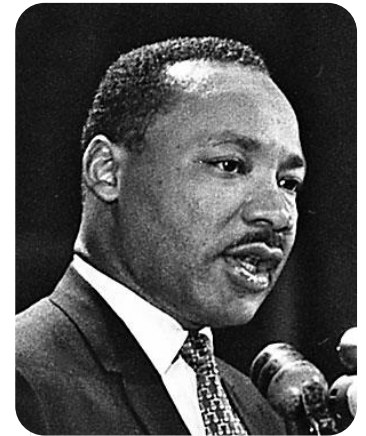
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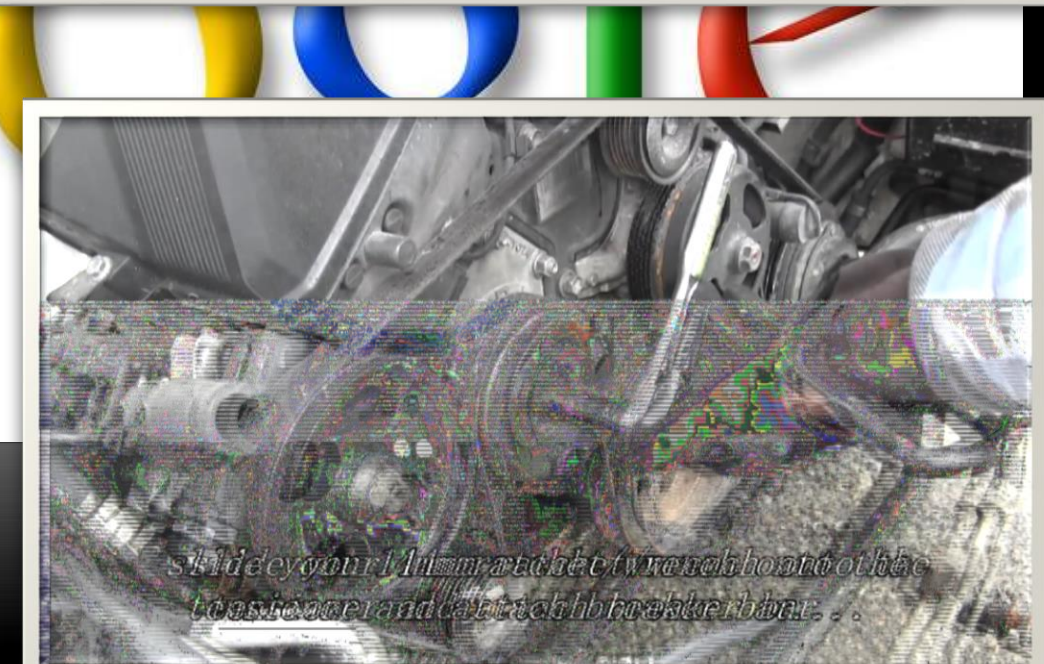
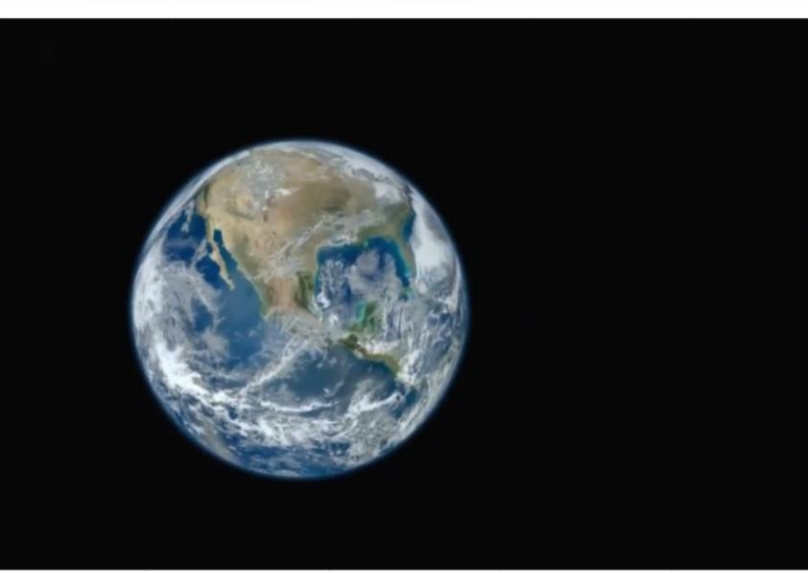
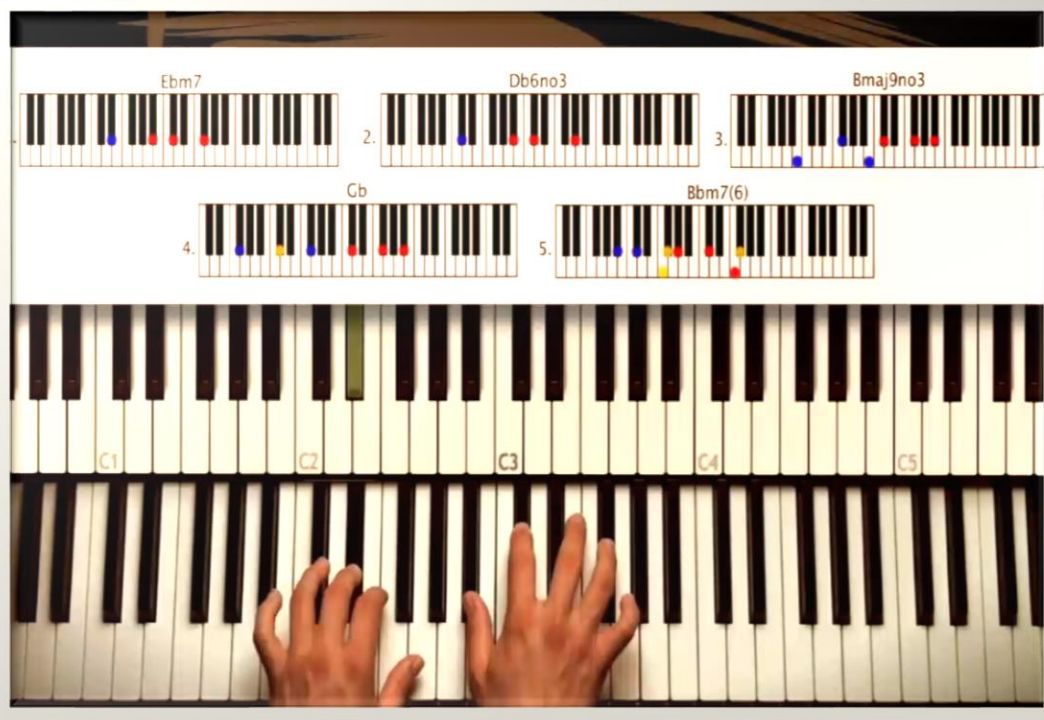
Birth Date 1946-1964

Defining Event Prosperity & 1960s

Core Value Teamwork

Personality Driven





Generation Trivia

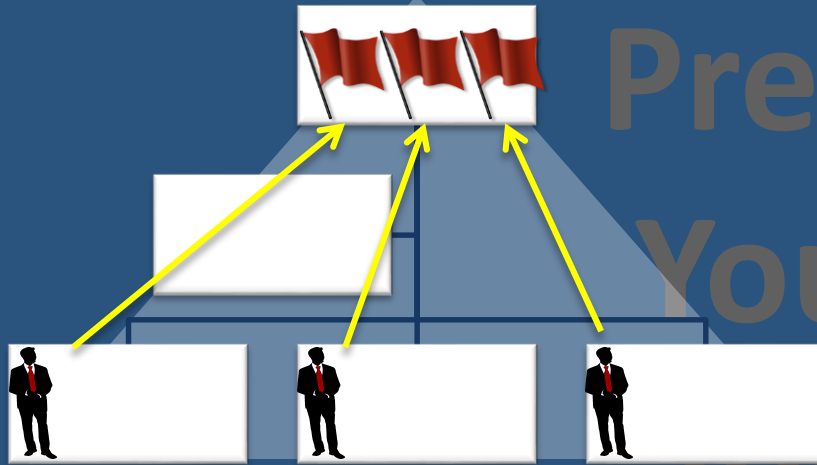
Q: 74% of this generation prefer to communicate face-to-face with colleagues?

A: Gen Edge

Q: This is the generation that Millennials want as their mentors?

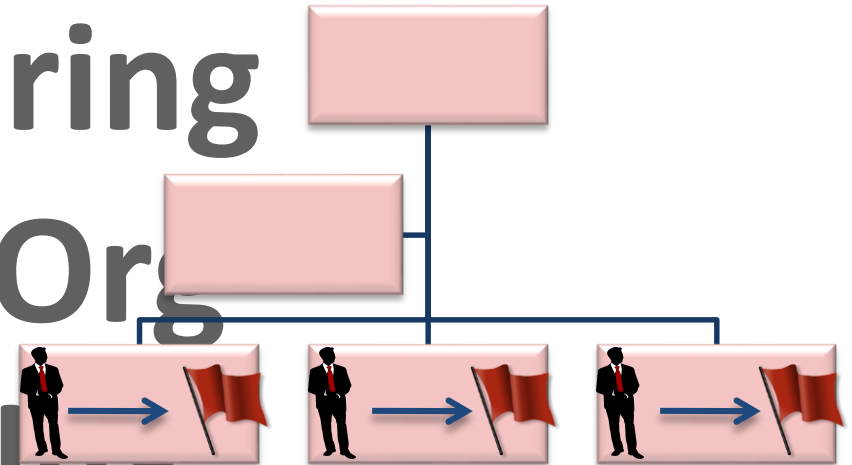
A: Baby Boomers

Traditional: (Command & Control)



Micromanage, "order-takers"

The Flux Ready Org: Collaborate and Attack



*Support, self-directed, enable,
"hole fillers", cutters*

TALENT ALIGNMENT

KNOWLEDGE

EXPERIENCE

CAPABILITIES

COMPETENCIES

CULTURE

#CROWDFUNDING



World's smallest wireless earbuds charged through your phone! Minimal size & shape allows perfect fit and music experience!

[Pre-Order Now](#)

Created by
PUGZ



10,119 backers pledged \$1,433,779 to help bring this project to life.

Campaign

Updates (8)

Comments (1,253)

Aug 2015

August 27

\$100.000 funded in 24 hours!

Hey Everyone!

Earlier this day we reached **\$100.000 in 24 hours from 870 backers!** We wont even try to describe our gratification in words, instead we will do it...

[Read more](#)

11 Comments 27 likes

Campaign

Updates (8)

Comments (1,253)



Share this project

Thank you!

First of all we want to thank all 10,119 of you for an amazing campaign! Thanks for letting us dream big and make a dream come true! We... [Read more](#)

2 Comments 76 likes

October 8, 2015

Successfully raised \$1,433,779 USD with 10,119 backers



World's smallest wireless earbuds charged through your phone! Minimal size & shape allows perfect fit and music experience!

Pre-Order Now

Created by
PUGZ



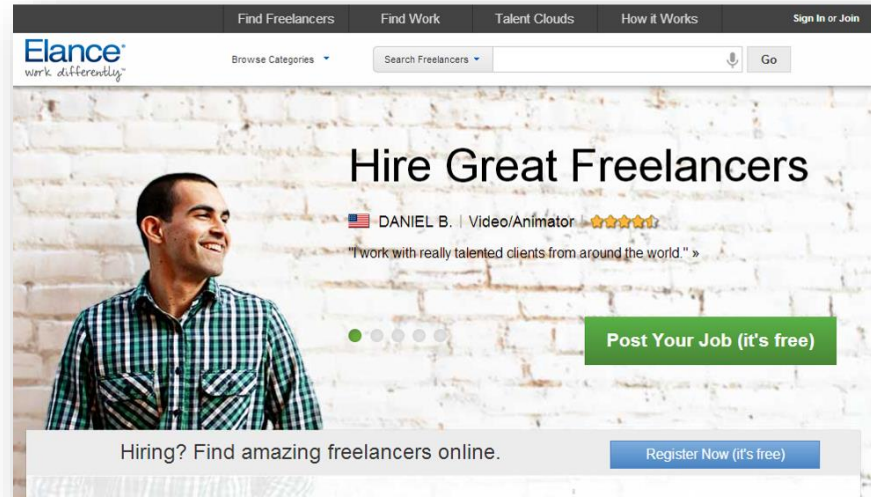
10,119 backers pledged \$1,433,779 to help bring this project to life.

@CROWDSOURCING



zirtual BETA

Your time is priceless.
Delegate the tasks you loathe,
to an assistant you'll love.





Eance
work differently.

Find Freelancers Find Work Talent Clouds How it Works Sign In or Join

Browse Categories Search Freelancers Go

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 DANIEL B. | Video/Animator 
"I work with really talented clients from around the world." >

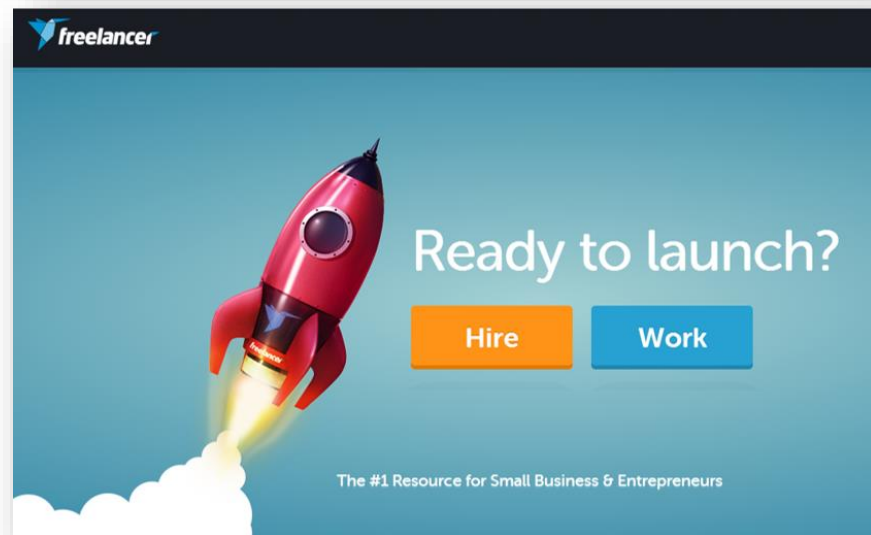
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Fancy Hands

Congratulations! You've just doubled your productivity



freelancer

Ready to launch?

[Hire](#) [Work](#)

The #1 Resource for Small Business & Entrepreneurs

77% Millennials who are not members
intend to join one

**Networking
Collaboration
Community Outreach
New Skills**



#GETMILLENNIALS

67%

would prefer to
join an
organization
founded by their
peers

52%

say they are more
likely to join a
group that is
exclusive/invite-
only

81%

would join a group that
offers a "concierge" to
help them understand
benefits of membership
as opposed to an
organization that is self-
guided

Professional Organization Study of 2015

Judgment is where it's at!

- Teaching over Telling
- Share outcomes
- Include in decisions
- Learning requires Risk
- Feedback...Engage...Feedback

Make Your Org Meaningful

- Be mission-focused
- Sweat equity and outreach
- Be flexible and affordable
- Fast and agile

Generational Salads are Healthy!

- Collaborative, multi-gen teams
- Experience, speed, energy
- Succession planning, knowledge transfer

C





What's on the horizon?

How will YOU embrace it?

Thank You!

Bill Fournet



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[@billfournet](https://twitter.com/billfournet)