Coming in Fall 2017

ASU Celebration of Leadership and Service
Purpose: Progress update on ASU Celebration of Leadership (LSP 40th Anniversary)

Process:
- Review mission, charter and events
- Gain input for upcoming meetings and next steps
- Set expectations for next update

Payoff: Review/approval of our mission and guidance for our path ahead
agenda

{ 
  mission
  events
  next steps
}
Mission 1:
Celebrate the 40th Anniversary of the ASU Leadership Scholarship Program
Mission 2: Coordinate a university-wide Celebration of Leadership for ASU
Mission 3:
Create a lasting legacy of leadership for ASU
The core mission for the ASU Celebration of Leadership:

Multi-Generational Leadership
What is Multi-Generational Leadership?

<table>
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<tr>
<th>Major Trait</th>
<th>Traditionalists</th>
<th>Baby Boomers</th>
<th>Generation X</th>
<th>Millennials</th>
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<tr>
<td>Loyalty</td>
<td>Competition</td>
<td>Self-reliance</td>
<td>Eclecticism, self-reliance</td>
<td>Immediacy</td>
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<td>Sacrifice, loyalty,</td>
<td>Competitive,</td>
<td>Eclecticism,</td>
<td>Community service,</td>
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<td>discipline, respect</td>
<td>long work hours</td>
<td>self-reliance</td>
<td>cyberliteracy, tolerance,</td>
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<td>free agents,</td>
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<td>work/life</td>
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<td>independence</td>
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“If you don’t already have 50 and 60 year olds working side-by-side a 20 something – you will in the future.” – N2growth

See more at: [http://www.n2growth.com/blog/generational-leadership/#sthash.QMPom3oK.dpuf](http://www.n2growth.com/blog/generational-leadership/#sthash.QMPom3oK.dpuf).
Problem: How do you lead across multiple generations?

“Leading cross-generationally occurs when you are able to lead people in your own generation, the generation that came before you, and the generation that comes behind you. Quite honestly, few lead like this.” – www.ronniefloyd.com
To date, no organization has differentiated itself as the expert in this vital discipline...
...but it is an increasingly important issue.
Senior enlisted leaders discuss cross-generational leadership

By Airman 1st Class Joseph Raatz, Air Force Global Strike Command Public Affairs / Published November 06, 2014

Military
We asked a group of Philadelphia region Millennials (also known as Generation Y, born from the mid-1970s to the early 2000s) with professional experience in the nonprofit field to share how they feel about their role in shaping our region’s future. The leaders surveyed a smaller group, and what they found and wrote about here dovetails with what we are reading in national articles about our next-generation leaders. We invite you to learn more, and encourage all of you to take them up on their challenge to us, recommendations and next steps.

—Nicholas Torres and Tine Hansen-Turton

There has been a lot of talk about an impending leadership vacuum in the nonprofit sector and the importance of attracting and retaining new leaders among younger professionals (Bell 2006; Kunreuther 2007; Tierney 2006). These conversations often lead into discussion about cross-generational differences, obscuring bigger questions that are of importance to Boomers, Generation Xers and Millennials alike: How are the needs of the nonprofit workforce changing? What is the nonprofit sector's strategy for attracting, developing and retaining the best and brightest talent? What hopes and fears do experienced and younger professionals share about the future of nonprofit organizations? How can we leverage the strengths of different generational perspectives to address our shared challenges?

Talking about a “leadership vacuum” implies that there is an expiration date on the valuable knowledge and experience of our more senior colleagues, and suggests that young professionals lack the capacity to lead, and, more importantly, are not worth training. It may be more fruitful to explore how best to transfer knowledge from one generation to the next, and how to fully realize the potential of a generation that considers nonprofit work a desirable career path on par with corporate roles, due in no small part to the work of our predecessors in professionalizing the field.
Cross-Generational Technology Leaders - Shaping the Present and Redefining the Future

What can each Generation learn from the others about Leadership? (Career Series #40)

We are bringing 7 technology leaders across several "Generations" to MIT Sloan to debate their different visions, experiences and expectations about: Innovation, Leadership, Professional Career, Mentorship, New Technologies, Customers and Products.

Jeanne Ross, Director and Principal Research Scientist, MIT CISR, will moderate what is sure to be a lively discussion. Currently confirmed panelists include:

- **David Chaos**, Chief Information Officer, Santander Bank USA
- **John Daley**, Chief Technology Officer, Boston Police Department
- **Drew Farris**, CIO Advisor, Former Chief Information Officer, TriMark USA
- **Julian Jung**, Founder, Tablelist and Investor, Drizly
- **Jonathan Klein**, Founder & CEO, Cimation
- **Alasdair McLean-Foreman**, CEO, Teikametrics and Former CEO & Founder, traineo.com
- **Tony Scott**, Chief Information Officer, VMware USA
Building a Bridge: Generation Gaps in the Workplace

Are you familiar with the four primary generations in the workplace? The Traditional Generation is the oldest generation of the workplace. They usually compose the management or senior leadership team in the office and are logical, loyal, and hardworking. The Baby Boomers are the generation after the Traditional generation. They inhibit some similar characteristics to Traditionalists and are hardworking, confident, independent and competitive. Coming in next are Gen Xers, known for being practical, while preferring balance. Young & Old is the most ready and confident of the four generations, a generation that is less ageist. They are known for being a generation that is comfortable with technology. They are the Generation of Opportunity and are known for being confident, independent and competitive. They are a generation that is less ageist. They are known for being a generation that is comfortable with technology. They are the Generation of Opportunity and are known for being confident, independent and competitive. They are a generation that is less ageist. They are known for being a generation that is comfortable with technology.

Business

COURSE OBJECTIVES

• Understand the history behind the different generations
• Differentiate between Traditionalists, Baby Boomers, Generation Xers, and Gen Ys
• Learn how to leverage the strengths of generation gaps

For help or to ask questions, please contact The Training Factor.
Few universities are addressing Multi-Generational Leadership Education

Professional Development Certificate Programs

Navigating Generational Minefields

Program Topics

- Who are the generations and why should I care?
- Communication impacts and the costs associated with misunderstandings
- Constructive use of generational differences
- Virtual communication initiatives and facilitation
- Common communication complaints about the Millennial Generation – facts or myths?
- Key changing roles of management/leadership
- How to negotiate boss/employee and client/employee differences
- Aging workforce impact on your team
- Generational communication preferences can be improved through effective self-awareness when in one-on-one conversations/dialogues, presenting in front of groups, communicating online, presenting on paper, and working with a team
- High Cost of Delays - Because the future of your business depends on recruiting, hiring, and motivating the 78 million Millennials, isn’t it worth spending a short time learning how to engage in more effective communication with them?
- Effective tool for retention risk analysis
- Training programs that improve knowledge transfer
- Five action steps - Putting generational awareness to work
Cross Generational Leadership
Broad Implications
What if The LSP helped ASU become the renowned experts in Multi-Generational Leadership?

40 Years of Leadership Development

LEADERSHIP SCHOLARSHIP PROGRAM
alumni.asu.edu/chapters/leadership-scholarship-program
How can we create a lasting legacy for multi-generational leadership at ASU?

- events/series
- endowment
- hall of fame
- monument

* Outside our scope: conference, publications
Our Strategic Purpose:

1. Celebrate LSP 40\textsuperscript{th} Anniversary
2. University-wide Celebration
   - Series of Events
3. Enduring Leadership Legacy
   - Endowment
Three Committees:

- ASU Celebration of Leadership Steering Committee
- Host Committee
- Planning Committee
Steering Committee:

1. Vision
2. Oversight
3. Accountability
Host Committee:

1. Recognition
2. Recruiting
3. Fundraising
Planning Committee:
1. Design
2. Coordination
3. Execution
Lectures/Panels

Homecoming

TED X

Pat’s Run

Founders’ Day

ASU Cares

LSP 40th Anniversary Events

visionary

service-oriented

innovative

Events!
Next steps

- charter
- talking points
- meetings
- contacts
The Path Ahead

Q4’15:
Review and approve title, charter and talking points

Q4’15 – Q1’16:
Update and review Host Committee target list

Q1’16:
Begin recruitment of Host Committee

Q4’15:
Recruit Planning Committee

Q4’15-Q1’16:
Conduct key meetings:
- Dr. Rund
- ASU Foundation
- ASU Alumni

Q1’16:
Contact potential partners:
- ASU Clubs/Orgs
- Tillman Foundation
Logos/visuals

LSP 40th Anniversary
We can make a difference!

ARE YOU GETTING A LOT DONE ON THE GRANDPA BOX?

THE WHAT?

THE PEOPLE IN MY GENERATION DO OUR WORK ON OUR PHONES AND TABLETS.

I ALSO HAVE A LAPTOP.

I’LL TEXT THE NINETIES AND LET THEM KNOW.
Multi-Generational Resource Links:

**Articles**

- Managers Find Ways To Get Generations To Close Culture Gaps  

- How to Manage Different Generations  

- Managing People from 5 Generations  

- Multi-generational leadership: the myths vs. the reality  

- Leadership in the Multi-Generational Workplace  

- Tackling the Challenges of the Multigenerational Workforce  