



What's on the Horizon; Everything from Y to Z

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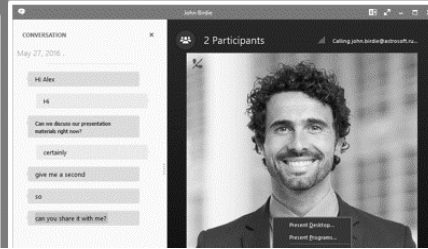
So What's the Difference?



Xennial



Millennial



Gen Z



A micro generation born between Gen X and Millennials.

Remember AOL and dial-up internet.

Did not grow up with cell phones.

Represent both the Gen X skepticism and the Millennial optimism.

Echo Generation – they reflect more traits from other generations.

Desire constant feedback.

Want to provide input.

Prefer a collaborative work environment that is positive and diverse.

Relationships with their immediate supervisors are important.

True Digital Natives using an average of 5 screens daily.

Desire entrepreneurial and tech-savvy work environments.

Generation Z see technology as a way to engage with others.

However, in-person communication is Gen Z's preferred way to touch base with their managers.

Workplace Similarities:

- Technology
- Globalization and Diversity
- A Desire for Mentor Relationships
- Multi-tasking
- Entrepreneurial
- Well Educated
- Need for _____



Globalization is the free movement of goods, services and people across the world in a seamless and integrated manner. (Management Study Guide)

Those who oppose globalization are especially sensitive about loss of culture. (Yale Global Online)

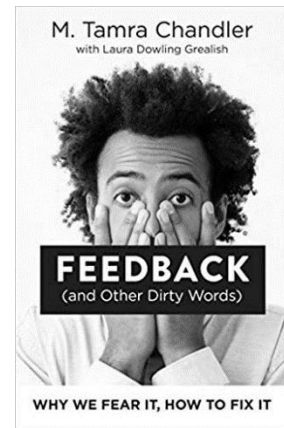
Feedback:

Fairness – No judgement; “here’s what I’m seeing” versus “this is what you’re doing”

_____ – Don’t overwhelm; Identify one thing

Frequency – Feedback in the moment

Fine art of noticing; learn what kind of feedback works best for people.



Other Similarities:

- _____ Challenges
- SEL
- Fear of Failure

Technology VS Communication and SEL; Technology has impacted the development of cognitive skills.

Problem solving _____

Critical Thinking _____

Communication _____

Need for emotional and social skills _____

Gen Z and Communication

<ul style="list-style-type: none"> • Move over IM or email. Gen Z’ers prefer in-person communication. • Admit to having poor or weak writing skills. • Less adept at conveying tone in their own written communication as well as interpreting others. • Subsequently, face to face chats are a better way to prove themselves professionally 	<ul style="list-style-type: none"> • Gen Z’s insist that honesty and integrity are the most important attributes a boss can have. • A large percentage state that in-person communication helps them get a more accurate read on managers • Expect the same kind of forthrightness from this generation
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What is it? How does it impact employers, employees and consumers?

Employer Branding:

<https://www.in-recruiting.com/en/5-employer-branding-examples-to-attract-performing-employees/>

<p>Compensation Salary Payroll System Raises and Promotions Timeliness Fairness Evaluations</p>	<p>Benefits Time-off Holidays Insurance Education Flexibility Family</p>	<p>Career Stability Staff Development Training College Education Evaluation and Feedback</p>	<p>Work Environment Recognition Autonomy Personal Achievement Work/life Balance Understanding of role and responsibility</p>	<p>Culture Colleagues Leaders and Managers Support Collaboration Social Responsibility Trust</p>
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54 % of Gen Z workers expect to stay in their first job for less than two years.
Silver Swan Recruiting

70% of Millennial and Gen Z candidates look at company reviews from both the customer and employees before deciding to apply.

Leadership:

One 2017 leadership trend for preventing the millennial job-hop will be increased _____ opportunities Forbes 12-20-2016

- Gen Z place high value on mentorship
 - 33% say it's one of the most important _____ an employer can offer
-
-
-

Consumers:

<p>Millennials Prefer a cool experience over a cool product 77% versus 23%</p>	<p>Gen Z They prefer cool products over cool experiences. 60% versus 40%</p>
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