The Alchemy of the Generations

- MaryAnn Kempe, Chief Human Resources Officer, Birchwood Automotive Group

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The Alchemy of the Generations

- Are you ready to engage in a positive and productive discussion about today’s multigenerational workforce that is based on curiosity, understanding and respect?
- Discover the secret solution to transmuting the generations in the workplace - creating a culture of high engagement and powerful connections through mentorship.
- hear how leadership from two different generations are joining forces and using reverse mentoring to build an organization where all generations collaborate and build a new future.
Today’s Objectives

1. Gain an understanding and appreciation of the new workforce reality – learn to love to swim upstream!

2. How to create a culture of high engagement and powerful connections through mentorship

3. Learn and apply a flexible framework to your business needs to develop a high performance cadre of leaders who inspire, motivate, mentor and challenge the workforce

4. Share the Birchwood mentorship model
**Agenda**

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Presenter(s)</th>
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<tbody>
<tr>
<td>10:00</td>
<td>Introduction and Overview of Objectives and Expectations</td>
<td>Sarah/MaryAnn</td>
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<tr>
<td>10:10</td>
<td>What stereotypes and assumptions are made of the Next Generation?</td>
<td>Sarah/MaryAnn</td>
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<td>10:20</td>
<td>A Personal Perspective from a Next Generation</td>
<td>Sarah</td>
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<tr>
<td>10:30</td>
<td>What stereotypes and assumptions are made of the prior generation?</td>
<td>Sarah/MaryAnn</td>
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<td>10:40</td>
<td>A Personal Perspective from a Prior Generation</td>
<td>MaryAnn</td>
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<td>10:50</td>
<td>Discover the Secret Solution to Building a High-Engaging Culture and learn to apply the Secret Solution from Birchwood Case Study – Share with Your Table Mates your Experiences</td>
<td>Sarah/MaryAnn</td>
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<tr>
<td>11:00</td>
<td>Closing and Q&amp;A</td>
<td>Sarah/MaryAnn</td>
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“Be a light, not a judge. Be a model, not a critic”. Steven Covey
Sometimes we are so busy looking at those who have gone before us that we forget about those leading from behind.
The New Workplace Reality

MILLENIALS BY THE NUMBERS

POPULATION PROFILE

27.5% OF CANADIAN POPULATION
10.1 MILLION PEOPLE
16% ARE HOUSEHOLD HEADS
35% STILL LIVE WITH PARENTS

Right now, millennials are 35% of the workforce. By 2020, they’ll be 46% of the working population.
Move Over Millennials…
Get Ready for Generation Z
Alchemy... is the transformation of matter – the seemingly magic of converting base (our lessons) to a universal elixir (our secret sauce).

We’d like to share with you chemical equations with our proposed antidote.
The New Workplace Reality

What are some stereotypes and assumptions about the Next Generation in the workplace today?
Observation

#1

From a Next Gen…
Antidote...
Observation #2 From a Next Gen...
Antidote...
Observation #3
From a Next Gen…
Antidote...
Observation #4
From a Next Gen...
Antidote...
Observation #5
From a Next Gen…
Antidote...
MaryAnn Kempe
The New Workplace Reality

What are some stereotypes and assumptions about the prior generation in the workplace today?
Observation #1
From a Prior Gen
“Trust yourself, you know more than you think you do.”

– Benjamin Spock
Observation #2 From a Prior Gen
“Vulnerability sounds like truth and feels like courage. Truth and courage aren’t always comfortable, but they are never weakness.”

– Brené Brown
Observation #3 From a Prior Gen
Antidote...
Observation #4  From a Prior Gen

"It’s a good citizen’s responsibility to question authority. Not *my* authority, of course."
Antidote...
Observation #5 From a Prior Gen
Antidote...
Birchwood
Case Study
“People will forget what you said, people will forget what you did, but people will never forget how you made them feel”

– Maya Angelou
What is the legacy you want to leave?
Secret Solution

Trust
Respect
Empathy
Gratitude
Vulnerability
Understanding
Kind Curiosity

HIGH ENGAGEMENT
Share your experience with your table

• Share your secret solution in bridging the generations in your workplace.
• Share your personal journey.
• Add to the handout for your take away.
• Questions.
Speaker Contact Information:

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Sarah – LinkedIn: @sarah-giesbrecht