L10: Leading a Diverse Generational City

Trainer:
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GROUND RULES

1. Keep an OPEN MIND.
2. Provide FORMATIVE FEEDBACK.
3. RECEIVE FEEDBACK appropriately.
4. Give 100% of your ATTENTION.
5. Enter into discussions ENTHUSIASTICALLY.
6. APPRECIATE the other person’s perspective.
7. GIVE FREELY of your experience.
8. LIMIT your discussion to the topic.
9. Look for ways to USE these SKILLS.
10. BE PROMPT in returning from breaks/lunch.
11. ACTIVELY LISTEN and take ACCURATE notes.
12. Focus on BEHAVIORS, do not mention NAMES.
13. RELAX & ENJOY your experience.
14. Take the Oath of TRUST.

This session belongs to YOU
& its SUCCESS rests largely with YOU!
**Objectives**

**Bridge the generational gaps between the various members of your community.**

**Learn how to better motivate & increase partnerships.**

**Explore how to enhance your generational leadership skills.**

**Assess our perceptions and reframe them.**

**Determine ways to enhance and promote unity.**
Planet Alpha

Your group is a race of creatures from the planet Alpha. On planet Alpha, all creatures are similar—you all have the same basic beliefs and values. The only difference is that some of you are male and some are female, and you are ethnically diverse.

You really enjoy living on planet Alpha. People are encouraged to establish harmonious relationships. In fact, feeling good about yourself and experiencing all of the conveniences that life has to offer is very important on planet Alpha. Having good relationships with other people on the planet Alpha is just about the most important thing. Results are just not as important as relationships.

The people on planet Alpha love to work...actually you LOVE to work. In fact, one's job or title is the key to their identity and self-concept. If you do not like your job, or if you are not making the money you feel you deserve, you just suck it up and deal with it because what gets done, eventually gets rewarded, thus your day will come. After all, the credit line on planet Alpha is limitless. At work, the focus is on efficiency, teamwork, quality, and good service.

Family is important on planet Alpha too. Most people would like to spend more time with their family. However, sometimes their just is not enough time to do it all, so of course, work has to come first. After all, that is why you work so hard, so the family can enjoy the “good life.” So if overtime is offered or even required, you always accept is because it means more money for the finer things in life.

The people on planet Alpha like to change the status quo. The motto of planet Alpha is “if you are not part of the solution, you are part of the problem. So, if you do not like the way something is...change it!” One example of this is working women. During former generations of planet Alpha, women were not expected to have careers because their job was to stay at home and tend to the family. Well, that has certainly changed. Women now make up almost 50% percent of the workforce, and are making great strides at landing better jobs, with higher pay and more responsibilities. The former generations on the planet Alpha do not approve of this new role for women, but that is just too bad.
Planet Beta

Your group is a race of creatures from the planet Beta. On planet Beta the creatures are ethnically diverse and there are a number of “sub-cultures.” However, all creatures grew up during a rough time on the planet, so they basically see the world in the same way. Things have been looking rather bleak on planet Beta lately. Previous generations have not planned wisely—Beta is polluted and there is a huge budget deficit. The really good jobs are hard to come by, even for the people with college degrees. You are not sure how much, if anything, you can do to change this bleak outlook and pattern of the world.

You have a right to expect some of the same things your parents’ generations enjoyed—a good job, money, nice possessions, especially the fun stuff like a cool vehicle, an awesome surround sound home theatre, and fashionably cool clothes. However, you are not going to make the same mistake your parents’ generations made. You refuse to become a workaholic, working nights and weekends, or whenever your boss wants you to. In fact, just because someone has a title, is no reason for you to respect them, let alone do what they say. Your first priority is to your self, because if you do not look out for #1, who will? At work, there is a very participative style of management—people solve production or customer service issues together, and work in teams. This is very rewarding to people on planet Beta. After all, teamwork is the most important thing. People spend so much time at work, it might as well be enjoyable. However, there are a lot more important things to do on planet Beta than just work. If and when you do get married and have a family, you are going to spend a lot more time with your kids than your parents spent with you.

Landing a high-paying job is very important on the planet Beta so you can buy all the things you want and enjoy. But having fun is equally important too. And you do not plan to waste your time in the same old company if they are not going to reward you with development, added responsibilities, and a good salary. In fact, the people on Beta are always looking in the paper and talking to others just in case a better opportunity comes along. Therefore, it is important that you make yourself valuable on the job market, because competition for the good jobs is really stiff.
Planet Gamma

Your group is a race of creatures from the planet Gamma. On planet Gamma, all creatures are diverse and strive on being different. In fact, this is the most demographically diverse planet that has ever existed in all of the planets known. Different looks, religions, and social classes; the only similarity is that some of you are male and some are female. On planet Gamma, life is lived in the here and now...living in the moment is a hallmark. Everybody knows that rules are important, but the free spirit of the Gamma planets means that rules are made to be broken. Besides, very few things are black and white, thus everything, including the “rules” were made to be questioned.

Men and women have very similar roles on planet Gamma. Men and women can achieve the same status level in the Gamma society. And very few members of Gamma are concerned about “labeling” people by their gender, sexuality, or any other category for that matter.

Work is important to the people on planet Gamma but not THE most important. Most people on Gamma frequently change employers and careers to remain challenged and current with the fast moving society. The best companies to work for are those who are consistently offering career growth and personal development opportunities. Having the best computer system and the latest technology is much more important than a corner office on planet Gamma. And they can perform the job, listen to a MP3 player, and talk on their cell phone all at the same time. People on planet Gamma work hard to earn their pay but are not interested in giving more than was asked for in the first place. Money is earned for the purpose of immediate consumption on planet Gamma.

People from planet Gamma really like change especially when technology is involved. While this planet is great at navigating software programs—sometimes they lack the more basic skills such as planning, prioritizing, and problem solving. Thus, they appreciate being given tasks versus outcomes. Respect is very important on the planet Gamma—however it is reciprocal. Respect will only be given after it has been received.
Planetary Profiles

Planet Alpha
1. 
2. 
3. 
4. 
5. 

Planet Beta
1. 
2. 
3. 
4. 
5. 

Planet Gamma
1. 
2. 
3. 
4. 
5. 

HOT IDEAS:

OTHER NOTES
Every worthwhile accomplishment, big or little, has its stages of drudgery and triumph: a beginning, a struggle, and a victory.

Mahatma Gandhi

QUESTIONS

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Leadership Profiles

Planet Alpha
1.
2.
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5.

Planet Beta
1.
2.
3.
4.
5.

Planet Gamma
1.
2.
3.
4.
5.
I. Seminal Events

A. Veterans

B. Baby Boomers

C. Generation X

D. The Millennials

OTHER NOTES

Let go of your attachment to being right and suddenly your mind is more open. You’re able to benefit from the unique viewpoints of others, without being crippled by your own judgment.

Ralph Marston

QUESTIONS
II. Themes

A. Veterans

B. Baby Boomers

C. Generation X

D. The Millennials
III. Remember This

A. Veterans

B. Baby Boomers

C. Generation X

D. The Millennials

HOT IDEAS:

A wise man, when asked how he had learned so much about everything, replied: "By never being ashamed or afraid to ask questions about anything of which I was ignorant."

John Abbott

OTHER NOTES

"I'll let you know when one of my points is debatable."

QUESTIONS

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V. The Universals

+ DIRECTION: Specifically what is expected.
+ WHY? Why it is important--how it fits into the bigger picture.
+ GOALS: A specific target to achieve.
+ STANDARDS: To know & understand what a "good job" is.
+ FEEDBACK: To tell us how we are doing.
+ APPROPRIATE CONSEQUENCES:
  Positive reinforcement for doing a good job!
+ SKILLS: Proper skills training so we can do a good job.
+ TOOLS: Time, resources, and the appropriate tools.
+ TO BE KNOWN AS INDIVIDUALS & TREATED WITH RESPECT
Next Steps...

Part 1: Encouraging Generational Diversity...

To encourage a better understanding of the various generations, consider what has to happen in your community, your council, or your team the organization, and in your relations with others. What should be started, stopped, and/or continued?

1. My City should:

2. My council should:

3. My colleagues, and peers should:

4. I should:

Part 2: Taking Responsibility...

1. In order to contribute to the creation of a better environment in relation to generational diversity, one thing I will do is:

2. When will I do it?

3. Whom should I involve?

4. What will be the result (measurable effect or impact) of my actions?