

THE
FUTURE
OF

GENERATIONS

A SOUTHWEST MICHIGAN FIRST CRYSTAL BALL SERIES

KEYNOTE SPEAKER

VON WASHINGTON, JR

OF KALAMAZOO PROMISE

PANEL SPEAKERS

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GENERATIONS IN KALAMAZOO

We have all heard about generations in the workplace but this is why we care in Southwest Michigan.

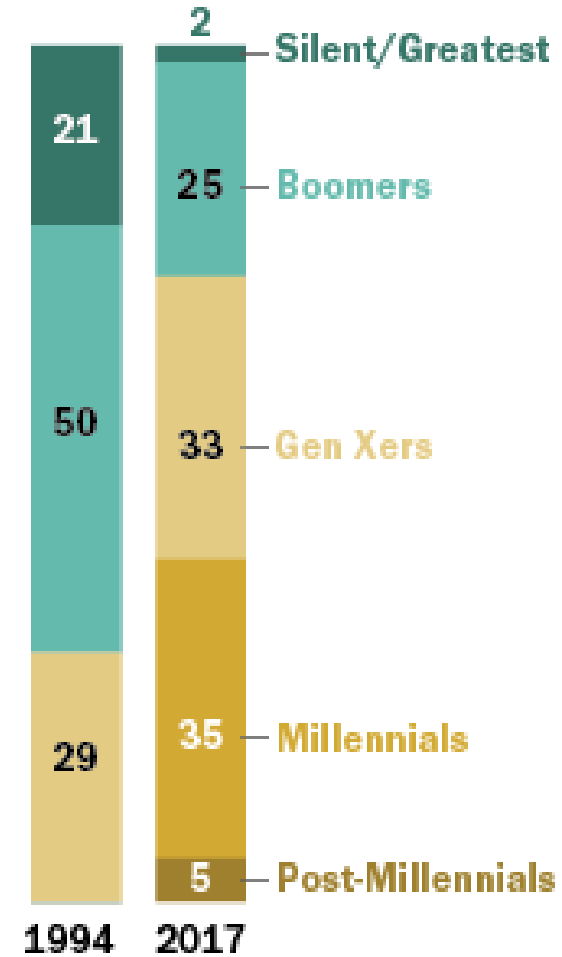
35,000

generational “changing of the guard”

AN EVOLVING WORKFORCE

More than a third of the workforce are Millennials

% of the U.S. labor force



GENERATIONS IN THE WORKPLACE

Baby Boomers
1946-1964

- Optimistic
- Self-worth tied to career success
- "Live to work"

Gen X
1965-1980

- "Latchkey kids"
- Independent, self-directed, self-sufficient
- Skeptical of authority

Millennials
1981-2000

- Confident, idealistic
- Expect feedback, recognition
- "Work to live"
- Grew up with technology



MYTHS + STEREOTYPES

Millennials and Older Workers Have Many of the Same Career Goals

PERCENTAGE OF RESPONDENTS WITH THE FOLLOWING LONG-TERM GOALS

	Millennials	Gen X	Baby Boomers
Make a positive impact on my organization	25%	21%	23%
Help solve social and/or environmental challenges	22	20	24
Work with a diverse group of people	22	22	21
Work for an organization among the best in my industry	21	25	23
Do work I am passionate about	20	21	23
Become an expert in my field	20	20	15
Manage my work-life balance	18	22	21
Become a senior leader	18	18	18
Achieve financial security	17	16	18
Start my own business	17	12	15

VULNERABLE

definition: susceptible to physical or emotional attack or harm

AUTHENTIC

definition: of undisputed origin; genuine

HUMBLE

definition: having or showing a modest or low estimate of one's own importance

The image features three vintage rotary telephones mounted on a wall with vertically striped wallpaper. A semi-transparent green rectangular overlay is centered over the telephones, containing the text 'COMMUNICATION IS KEY' in a bold, white, sans-serif font. The telephones are black with silver accents and have a 'LOCAL CALL 10¢' sign on the front. The background wallpaper has a repeating pattern of vertical lines with a small floral or leaf motif inside each line.

COMMUNICATION IS KEY

GEN Z IN KALAMAZOO

What should employers be anticipating?

How can our community be more engaged in helping Gen Z be more workforce/college ready?



IT'S UP TO US



What are we going to do to bridge the gaps?

To be inclusive?

To prepare every generation for effective leadership?