

**Gagen
MacDonald**
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Presents

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LET GO & LEAD

LEADERSHIP DISCUSSION GUIDE



THE GENERATIONAL LENS



Perspectives from Generational Puzzle Solvers
DEBRA ARBIT & DAVID STILLMAN

Ideas for Application

In conjunction with the video clips from the conversation with Debra and David at letgoandlead.com, you can use this guide to spark thinking on leaders' role in:

- Recruiting and talent management
- Team building
- Incentive and recognition systems
- Professional development and career pathing
- Employee engagement across generational divides

Instructions

This guide was developed to complement the Let Go & Lead™ interview with BridgeWorks consultants, Debra Arbit and David Stillman, and encourage learning on the individual, team, and organizational level.

- Use the Questions for Individual Reflection for yourself or as pre-work before your team comes together for the Group Exercise.
- The Group Exercise can be tailored to the needs of your organization and team, but is meant to encourage deep conversation around new ways of thinking about and acting on leadership.

Questions for Individual Reflection

On Engagement

How do you define what it means to “Let Go & Lead?” How does your generational lens inform your definition?

On Management

As a leader, what assumptions do you make about what team members need from you that might be incorrectly founded in your generational beliefs? What do you think still holds true regardless of generation?

On Traditionalists, Boomers, Generation Xers and Millennials

What are some of the main events that informed the value systems of each generation?

Why does the value of work, job commitment, and individual performance vary with each generation?

What impacts can a significant emotional event have on an individual? Can a significant emotional event happen to an entire group or generation?

On Delegation

What are the best practices you put in to place when delegating to different generations?

On Career Paths

What are the best practices you put into place when creating career paths for different generations?

On Collaboration

What have you learned from Millennials on what it means to “Let Go & Lead?”

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Group Exercise

1. As pre-work, ask your team to watch the Debra Arbit & David Stillman videos on letgoandlead.com and answer the Questions for Reflection.
2. Open the discussion by asking, *After watching the videos, what resonated most with you?* (5-10 minutes)
3. Consider Traditionalists, Boomers, Gen Xers and Millenials.
 - List five major trends and events that dominated the early years of each generation. (5-10 minutes)
 - What behavioral tendencies might be imprinted on each generation as a result of these trends/events? (5-10 minutes)
 - What are the organizational consequences associated with the behavioral tendencies identified above? (5-10 minutes)

Generation	Events	Behavioral Effects	Organizational Effects
Traditionalists			
Boomers			
Gen Xers			
Millenials			

4. Wrap up by tying back to Debra and David's main point: Each generation offers unique challenges and opportunities – it is up to leaders to encourage this awareness and make the appropriate adjustments.
5. Ask each team member to take a moment to think about what they might do differently now, taking into consideration the discussion around generational differences.
6. Summarize the discussion, ask for volunteers to share a commitment, and discuss next steps.

How to Take This Further

Now that you've explored the lessons from Debra & David's interview from the perspectives of your own personal leadership and your team, take some time to consider the implications for your business...

- How does your organization take generational differences into consideration throughout the employment lifecycle – hiring/ job placement, career development, etc.?
- How is leadership currently defined for your organization? How does that definition need to change in order for your company to thrive in today's multi-generational workplace?

About Let Go & Lead

letgoandlead.com

Let Go & Lead is an online project to explore leadership in the 21st Century. Maril MacDonald, CEO of Gagen MacDonald, has engaged thought leaders from different walks of life for conversations on what it means to “let go” and lead people to create meaningful, sustainable change. Video highlights from each conversation are posted for you to view and share your comments and perspective.

Most of all, Let Go & Lead is a community. It is a celebration of diversity and a genuine embrace of different points of view in an attempt to come to an unprecedented understanding of how the most powerful ideas come to life within the most complex environments and systems.

About Gagen MacDonald

gagenmacdonald.com

Gagen MacDonald is a firm founded on a big idea: We want to make the world a better place, transforming one company at a time.

Since 51 of the world’s 100 largest economies are corporations (not countries, as one might expect), it’s a worthy pursuit. We help clients find ways to bring their employees’ passions, talents and sense of purpose to bear on the business strategy. Working collaboratively from the corporate office to the front line, we use an organization’s brand, culture, vision and history to motivate and align employees behind accomplishing meaningful and sustainable results.

Want to learn more about how Gagen MacDonald can help develop and align your leadership team to inspire exceptional performance?



Our team has extensive and proven experience helping companies develop leaders, engage employees and build high-performance cultures that support the business strategy. Contact Meg Wheaton for more information on how Gagen MacDonald can help you.

Gagen MacDonald

35 East Wacker Drive
Suite 2350
Chicago, Illinois 60601

Meg Wheaton

P 312 673 7315
E m.wheaton@gagenmac.com