



Generation Gap and Succession Planning

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Generation Gap?

A difference in values and attitudes between one generation and another, especially between young people and their parents...

...and also their employers.



- Kids today...
- When I was your age, I walked 5 miles, uphill, in a snow storm to get to school and I was glad to do it.
- Old people don't know how to text? OMG!
- What are records??

A photograph of a beach scene. In the foreground, a white starfish lies on the golden sand. The middle ground shows gentle waves with white foam washing onto the shore. The background features a clear blue sky and the ocean extending to the horizon.

Why Should I Care?

Understanding the differences between “generations” can lead to a more positive and productive work environment, help with volunteer management and community development.



Types of Differences

The differences are real:

- Communication styles
- Expectations
- Work styles
- Attitudes about work & life
- Comfort with technology
- Views on loyalty & authority
- Acceptance of change



What are the “generations”?

The TRADITIONALISTS or SILENT GENERATION:

- Born 1925-1942
- Seminal Event – War
- Pop Reference – Lone Ranger
- Communication – Formal
- Management – Command/control



What are the “generations”?

The BABY BOOMERS:

- Born 1943-60
- Seminal Event – Civil Action
- Pop Reference – James Dean
- Communication – Memos
- Management – Expect to lead



What are the “generations”?

The Generation X:

- Born 1961-81
- Seminal Event – Recession
- Pop Reference – Kurt Cobain
- Communication – Casual
- Management - Individuality



What are the “generations”?

The MILLENNIALS or Generation Y:

- Born 1982-2002
- Seminal Event – War/9-11
- Pop Reference – Spice Girls
- Communication – KISS
- Management - Coach



If managers and team members don't understand why people are the way they are – it creates an “us” and “them” situation which will have a negative impact on the organization.



Now that we know who we have on our team, how do we plan and prepare for the future?

SUCCESSION planning is not just for royals!



Succession Planning

- Process of identifying and developing people with potential to fill key organizational roles.
- The process typically focuses on internal people first, then external.



Why is it important?

- Mission Critical positions need to be filled (legislated requirements, etc.)
- Anything can happen (get hit by a bus)
- Workforce is diverse with different needs/wants/timelines
- **BE PREPARED!**

Process





Costs of Not Planning

- Ranges from 20% of the annual staff costs to 1.5 times annual staff costs for high level position.
- For key positions it could be even higher (salesperson taking their clients with them).



Costs of Planning

- Direct costs are typically minimal (Councils like that!)
- It does take time, indirect costs.
- Training costs.
- Can impact team dynamics.
- Culture shift for most organizations and communities.



But...

The benefits of succession
Planning for an organization, or
Community are PRICELESS!

Thanks!

