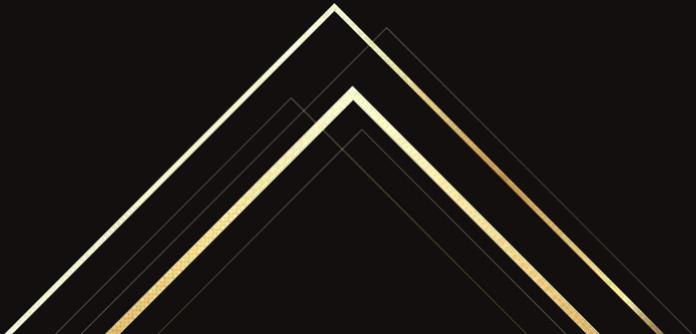
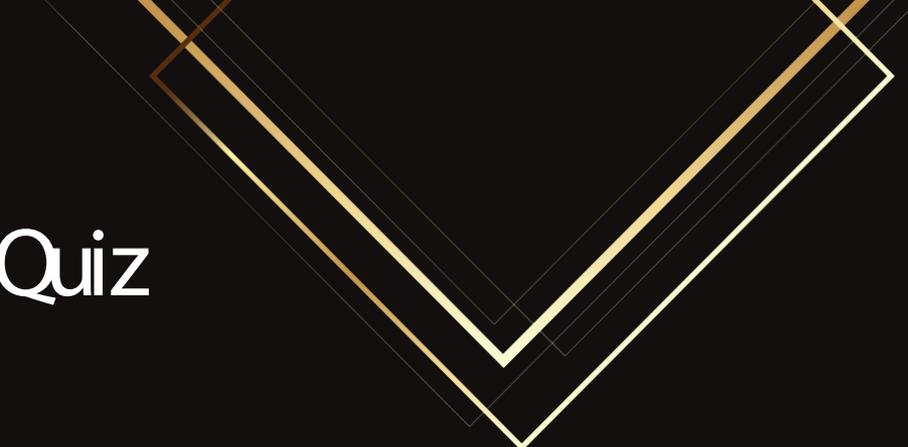


## T/F Quiz

VTO can help indirectly improve team mo

True

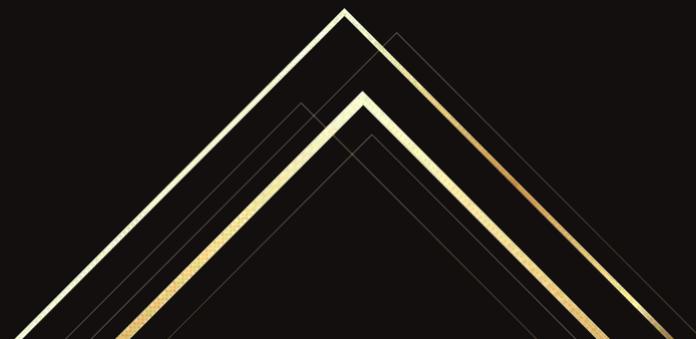


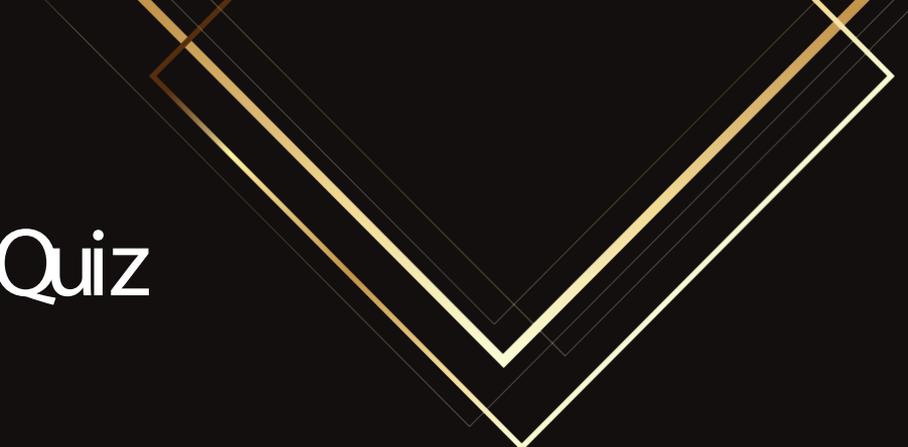


T/F Quiz

Jack Welch made it mandatory for each executive to have a mentee?

True

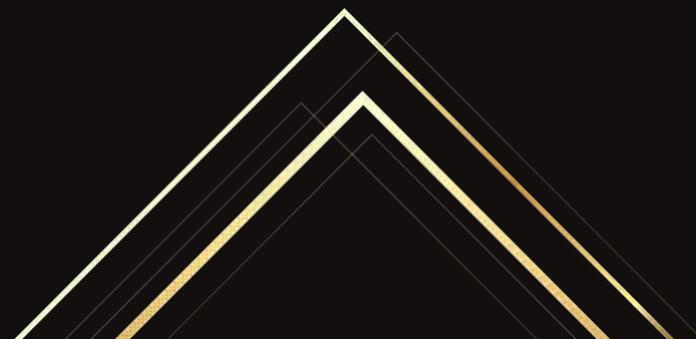




T/F Quiz

Mentoring celebrities can have a strong impact on youth?

True



# THE ABCs OF MULTIGENERATIONAL MANAGEMENT

1

Alignment

2

Build

3

Communicate

# TEAM CONFLICT



# THE GENERATIONAL RESPONSE

Baby Boomer  
Bob



- Little Feedback
- Annual Review

Generation X  
Jill



- Monthly Feedback
- Tell them during next 1v1

Millennial  
Mark



- Immediate Feedback
- Now

# HOW TO GIVE FEEDBACK

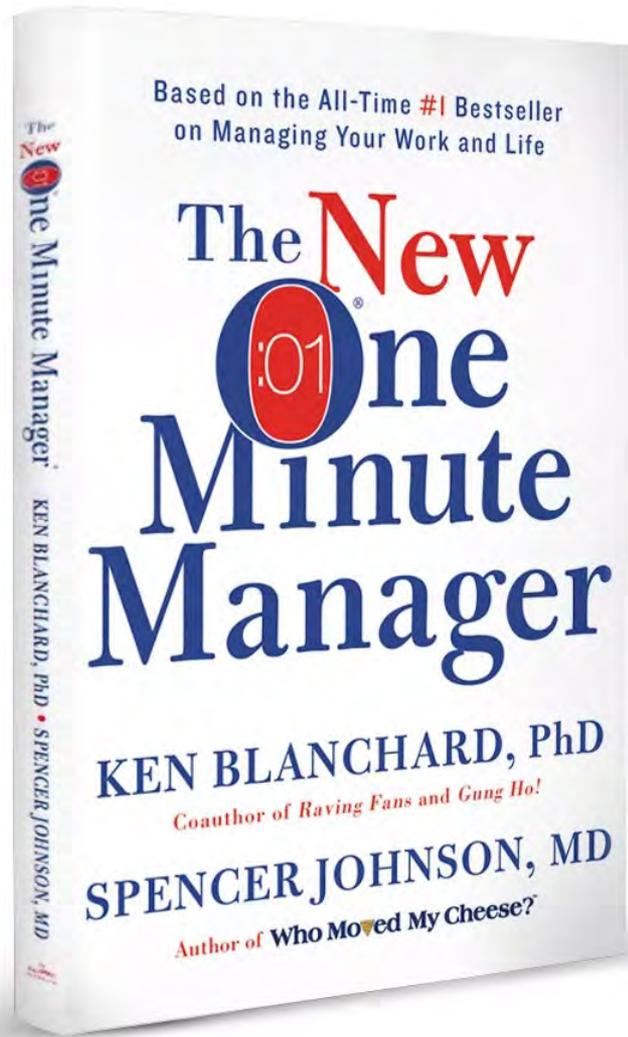


## SANDWICH METHOD



I like your hat.  
your face is ugly.  
But your top is nice.

Keiko



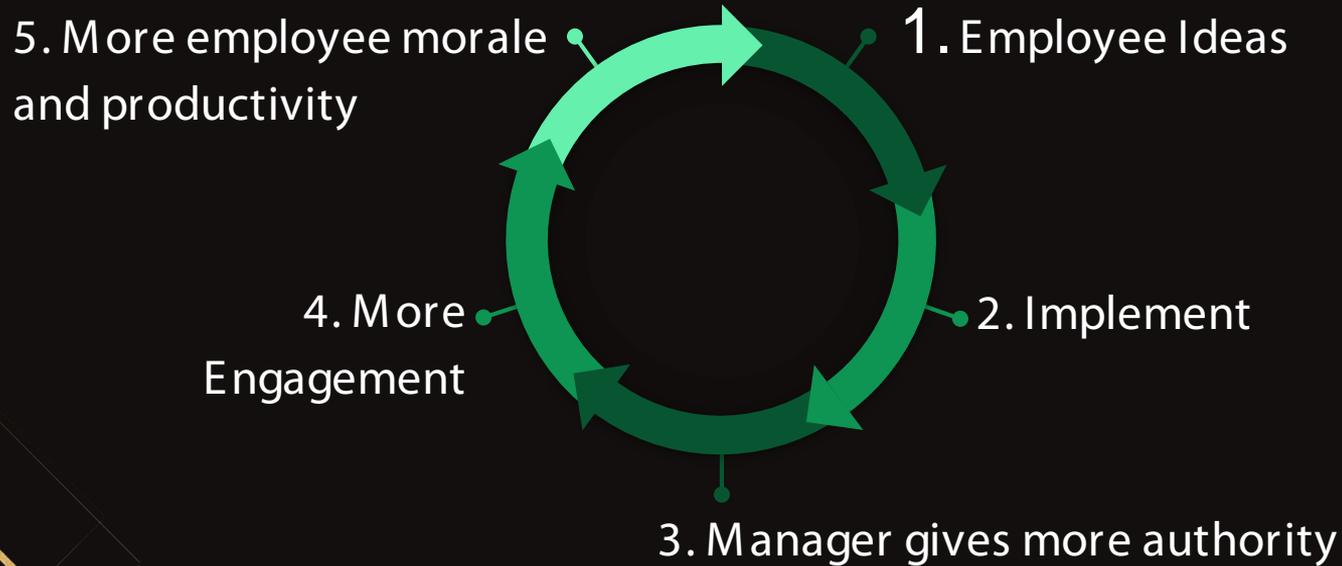


CONSISTENT ONE ON ONES

# BENEFITS OF ONE ON ONES

- Backfill Anticipation
- Gathering ideas
- Employees feel heard
- Increasing engagement

# EMPLOYEE FEEDBACK LOOP



# HACKATHONS



2010 **TE** **DISRUPT**

\$10.6M khosla ventures



Jared Hecht

Steve Marocci

Co-Founders of GroupMe

acquired **\$80M**

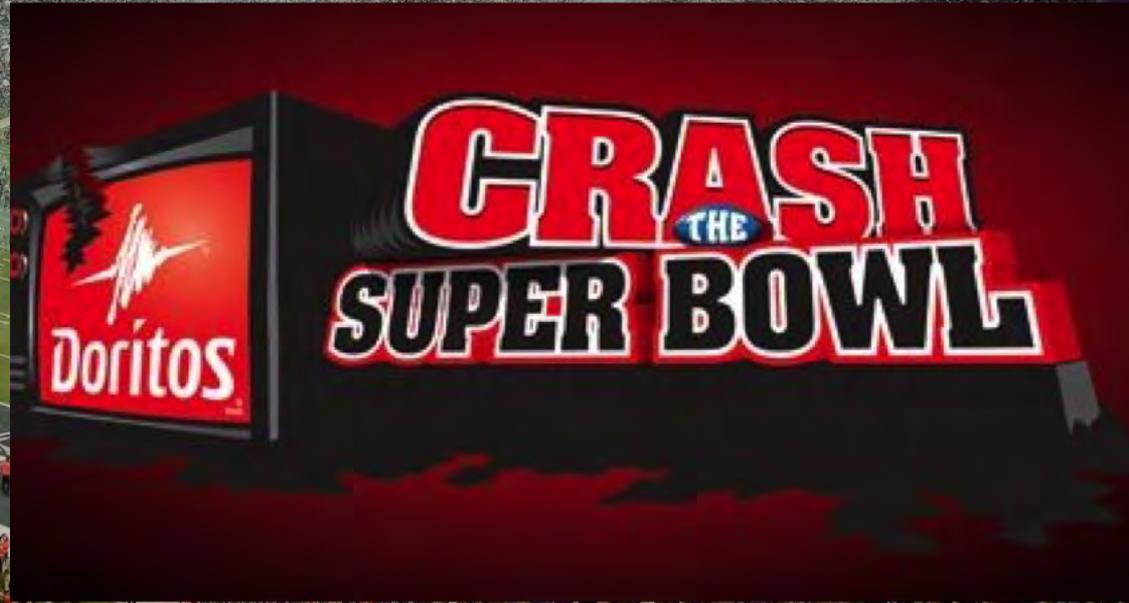
370 Days

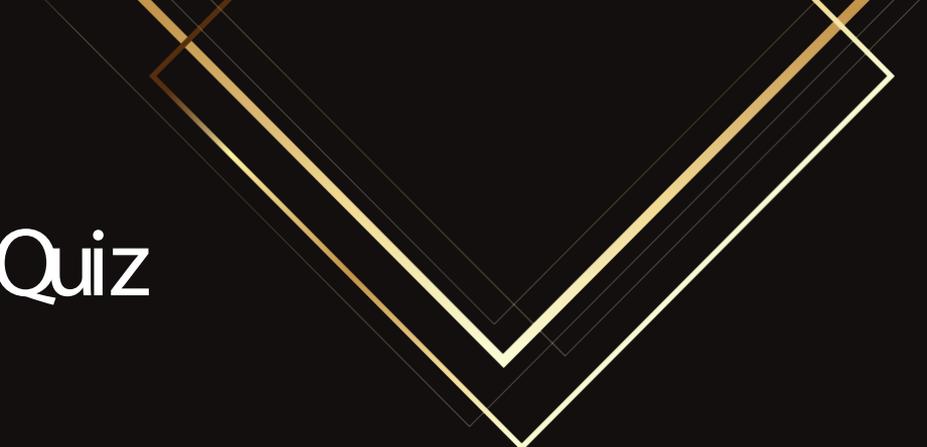


# SUPER BOWL

# \$2.6M

1,000 Entries  
\$10,000 prize, all expensive  
paid trip to Super Bowl XLI

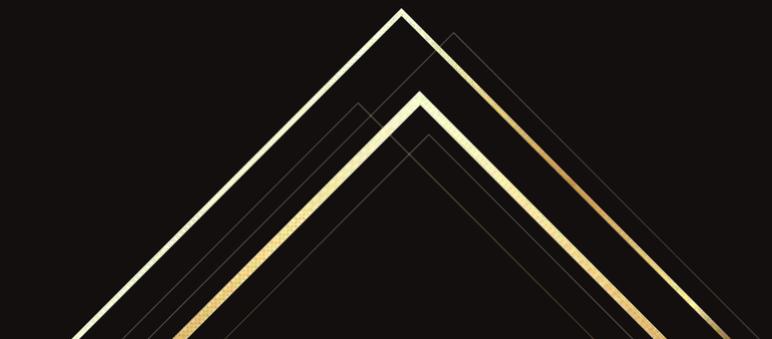


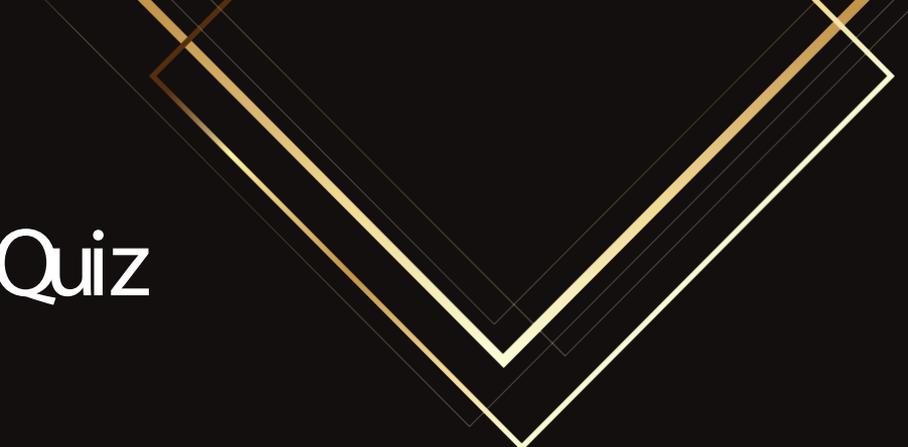


T/F Quiz

Managers should give feedback rates base  
generation?

**False**

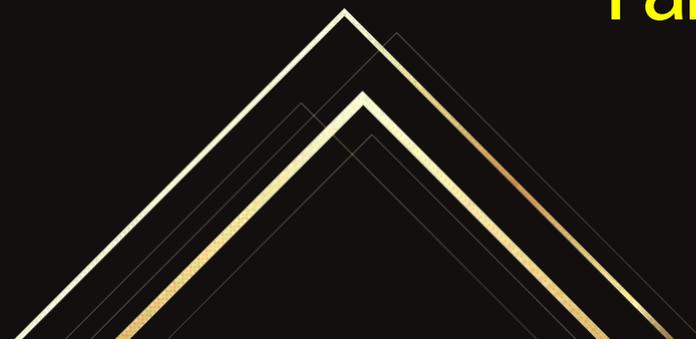




## T/F Quiz

It costs \$260,000 for airing a 30 second com  
during the Superbowl?

**False, \$2.6 million**



# THE ABCs OF MULTIGENERATIONAL MANAGEMENT

1

Alignment

2

Build

3

Communicate

# 14 TECHNIQUES

1. Video Communication
2. Handling Entitlement
3. Time Off
4. Work Flexibility
5. Workplace Personalization
6. Offsite Events
7. Water Cooler Chats
8. Reverse Mentoring
9. Peer to Peer Learning
10. Splitting Feedback
11. Increase the Feedback Rate
12. Consistent One on One
13. Hackathons
14. Crowded Sourced Answers



JEFF BUTLER



# Multigenerational Management And Communication With Millennials