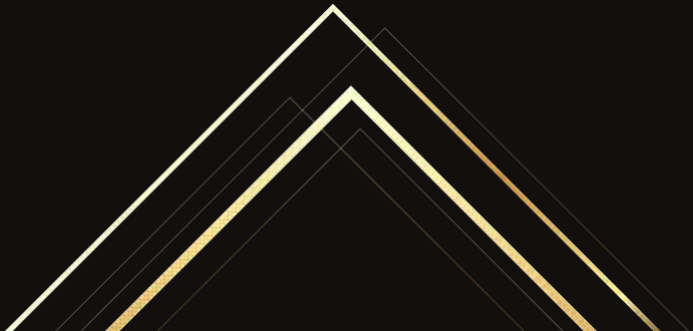


T/F Quiz

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

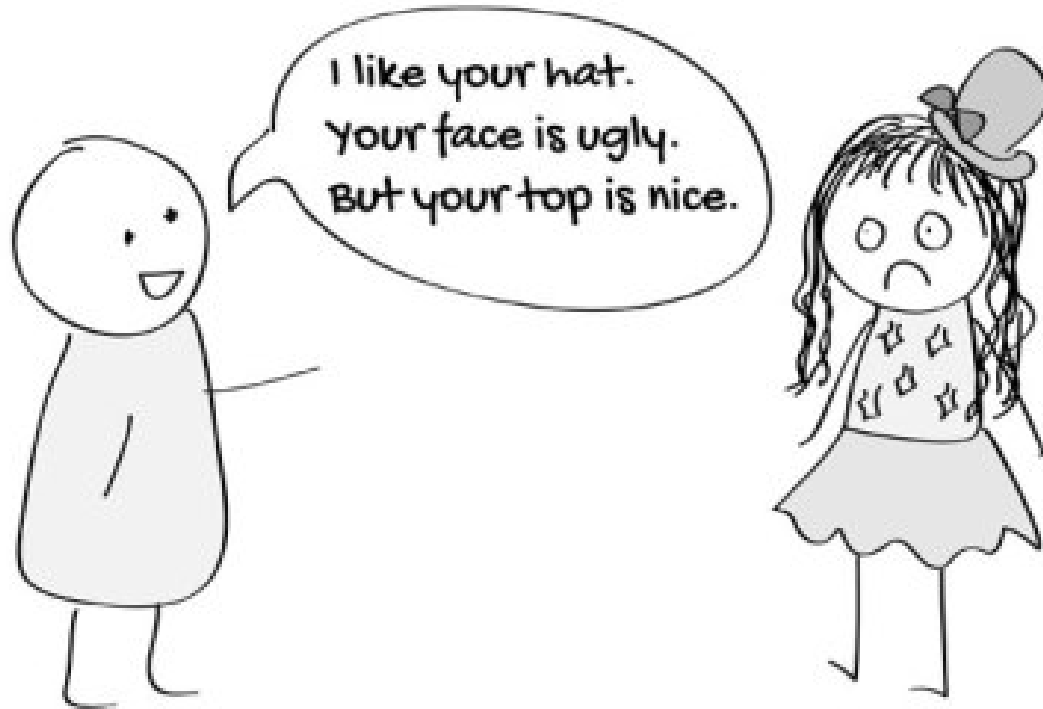


- Immediate Feedback
- Now

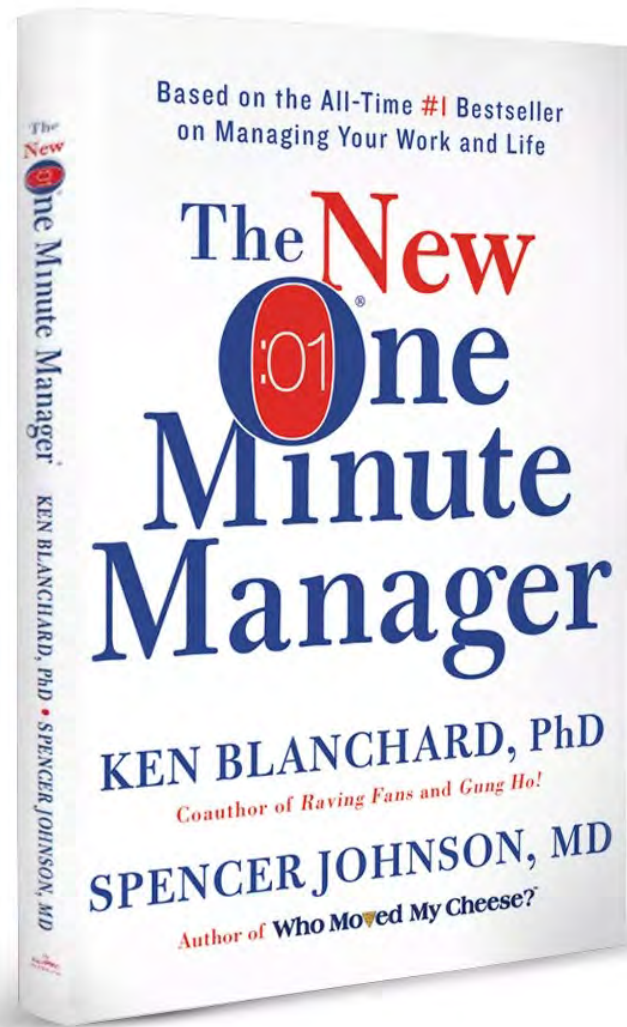
HOW TO GIVE FEEDBACK



SANDWICH METHOD



Keiko



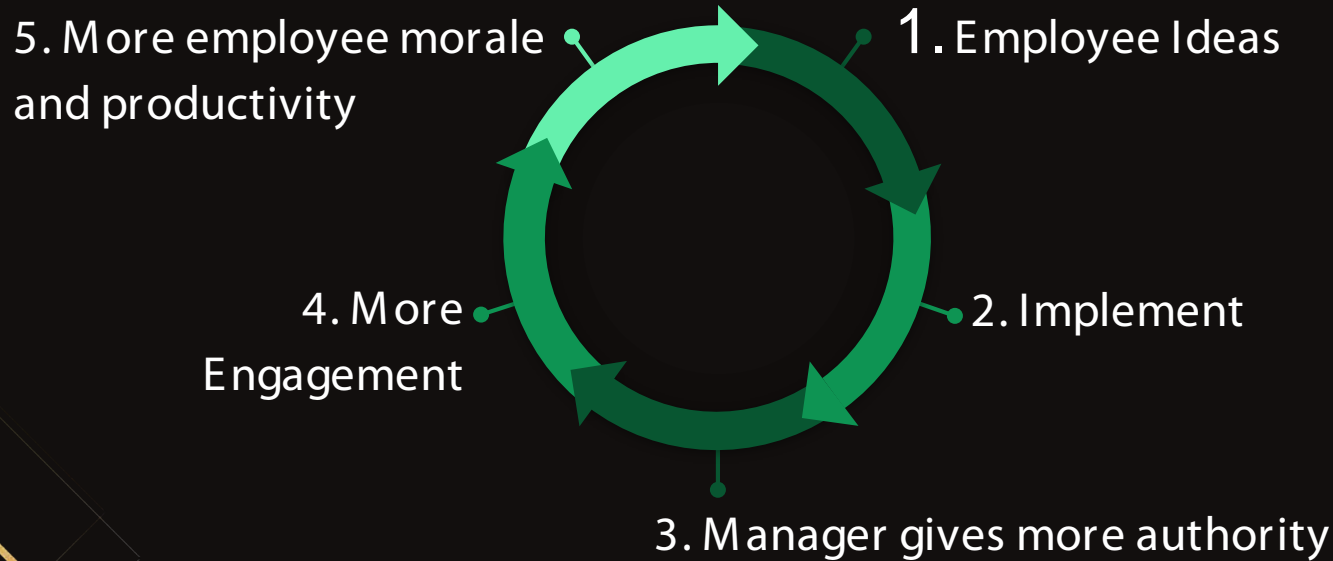


CONSISTENT ONE ON ONES

BENEFITS OF ONE ON ONES

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

EMPLOYEE FEEDBACK LOOP



HACKATHONS



2010  **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

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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