



**Vision** – “Enriching New Zealand through active leadership in a connected community”

**Mission:** To build an exceptional leadership culture that develops, celebrates resilient, courageous, authentic leaders who have

- strong awareness of NZ issues
- leaders who value diversity, engage through meaningful conversation, connect and work successfully across the difference
- Leaders how build, transform organisations, communities and effect positive social, economic and cultural change across societypositive change across communities and society

### **VALUES**

***Courageous - Generous of Spirit  
Celebrate Diversity - Inclusive  
Act with integrity - Innovative  
Apolitical***



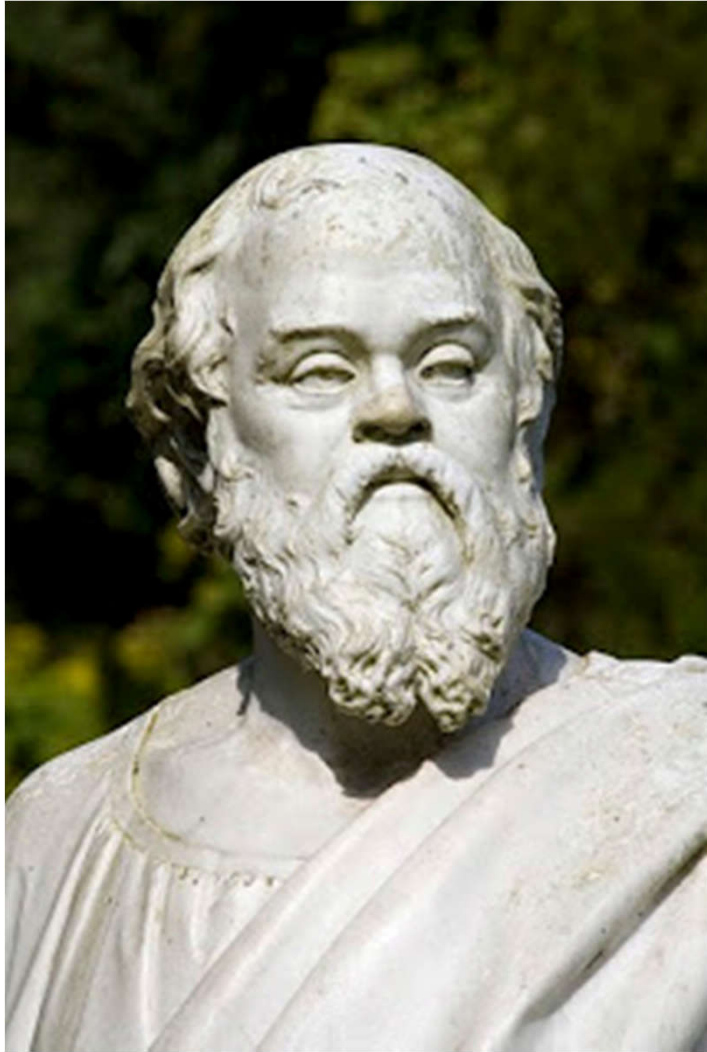
4...no, 5 generations in the room!

# Intergenerational Leadership









*The children now love luxury; they show disrespect for elders and love chatter in place of exercise. Children are tyrants, not servants of the households. They no longer rise when their elders enter the room. They contradict their parents, chatter before company, gobble up dainties at the table, cross their legs, and tyrannize over their teachers*

*Socrates, 5th Century BC*



**Veterans**  
(1918 – 1945)  
**13%**

**Baby Boomers**  
(1946 – 1964)  
**24%**

**Gen Z**  
**Gen 2020**  
1996 - Now  
**21%**

**Gen X**  
(1965 – 1980)  
**21%**

**Gen Y**  
**Millennials**  
(1981 – 1995)  
**22%**

# Historical context



**Traditionalists**

**(1918-1945)**

- Stock market crash
- Great Depression
- New Deal
- Pearl Harbor
- WW2
- Death of FDR
- Polio vaccine
- Korean War
- GI Bill



**Baby Boomers**

**(1946-1964)**

- Television
- The Beatles on *Ed Sullivan Show*
- JFK assassination
- Civil Rights
- Woodstock
- Man walks on the Moon
- Women's Lib/Equal Rights
- Vietnam War
- John Lennon shot



**Generation X**

**(1965-1980)**

- Personal computers
- *Sesame Street*
- Fall of Berlin Wall
- End of Cold War
- "Latchkey kids"
- Challenger disaster
- "MTV generation"
- Oklahoma City bombing



**Gen Y (Millennials)**

**(1981-1995)**

- Internet
- Cell phones & smartphones
- OJ Simpson trial
- Columbine massacre
- Sept. 11 attacks
- Invasion of Iraq
- Birth of social media
- "Everyone gets a trophy"



**Gen Z (Linksters)**

**(1996-present)**

- "Digital Natives"
- Obama – first black President
- Marriage equality debate
- "Helicopter parents"


**THIS  
GENERATION IS  
STILL BEING  
DEFINED!**

## WORKPLACE CHARACTERISTICS

	Veterans (1922–1945)	Baby Boomers (1946–1964)	Generation X (1965–1980)	Generation Y (1981–2000)
<b>Work Ethic and Values</b>	Hard work Respect authority Sacrifice Duty before fun Adhere to rules	Workaholics Work efficiently Crusading causes Personal fulfillment Desire quality Question authority	Eliminate the task Self-reliance Want structure and direction Skeptical	What's next Multitasking Tenacity Entrepreneurial Tolerant Goal oriented
<b>Work Is ...</b>	An obligation	An exciting adventure	A difficult challenge A contract	A means to an end Fulfillment
<b>Leadership Style</b>	Directive Command-and-control	Consensual Collegial	Everyone is the same Challenge others Ask why	*TBD
<b>Interactive Style</b>	Individual	Team player Loves to have meetings	Entrepreneur	Participative
<b>Communications</b>	Formal Memo	In person	Direct Immediate	E-mail Voice mail
<b>Feedback and Rewards</b>	No news is good news Satisfaction in a job well done	Don't appreciate it Money Title recognition	Sorry to interrupt, but how am I doing? Freedom is the best reward	Whenever I want it, at the push of a button Meaningful work
<b>Messages That Motivate</b>	Your experience is respected	You are valued You are needed	Do it your way Forget the rules	You will work with other bright, creative people
<b>Work and Family Life</b>	Ne'er the twain shall meet	No balance Work to live	Balance	Balance

\*As this group has not spent much time in the workforce, this characteristic has yet to be determined.





LEADERSHIP EXISTS WHEN PEOPLE ARE NO LONGER  
VICTIMS OF CIRCUMSTANCES BUT PARTICIPATE IN  
CREATING NEW CIRCUMSTANCES. ULTIMATELY,  
LEADERSHIP IS ABOUT CREATING NEW REALITIES.

PETER SENGE  
THE FIFTH DISCIPLINE





**BUT WE NOW  
LIVE IN A  
NETWORKED,  
PARTICIPATORY  
SOCIETY**



A city skyline at dusk with a vibrant rainbow arching across the sky. The rainbow is positioned on the right side of the image, extending from the bottom right towards the top right. The city buildings are silhouetted against the twilight sky, with some lights visible. The overall mood is hopeful and inspiring.

THE FUTURE BELONGS TO  
THOSE WHO  
COLLABORATE

TOGETHER  
EVERYTHING IS  
POSSIBLE





DINNER WITH A DIFFERENCE



"Last chance to  
get your votes in!  
Make sure your  
voice counts  
when deciding  
who your  
community  
leaders will be for  
the next 3 years."

- NIVE S.

#ywomenvote



"123 years  
later, women  
voting is still  
a privilege.  
Say no to  
mansplaining.  
Have your say."

- ANGELA L.

#ywomenvote



"GIRLS CAN  
DO ANYTHING.  
WE DO DO  
ANYTHING AND  
WE EXPECT TO  
BE TREATED  
AS EQUALS."

- HELEN C.



#ywomenvote

"I voted  
because I care  
about my  
community  
and the  
environment."

- ALICE M.



#ywomenvote



# Bridging the Generation Gaps

(Source: Ceridian LifeWorks)

How to build collaborative and rewarding workplace relationships:

**1.** Avoid age stereotypes

**5.** Be willing to share control

**8.** Use humor to bridge gaps

**2.** Make an effort to work inclusively and collaboratively

**6.** Help each other out, especially during times of pressure and stress

**9.** Show your appreciation

**3.** Seek out mentoring opportunities at work

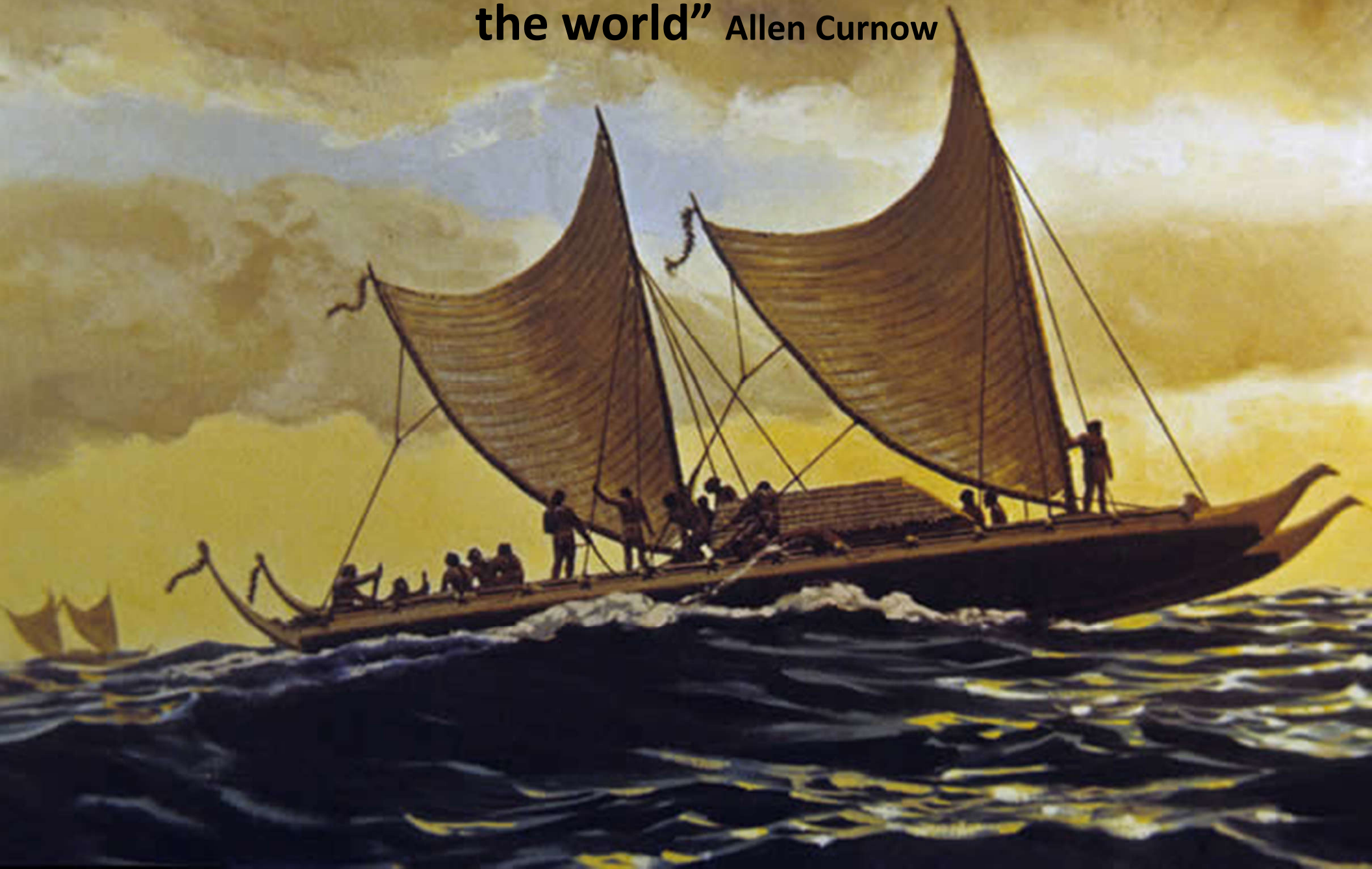
**7.** Turn traditional roles upside down

**4.** Talk about generational issues with co-workers





**“simply by sailing in a new direction you could enlarge  
the world” Allen Curnow**



# Connect with me

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# Any questions?

