

ICSI 2008, Generational Collaboration Workshop Peer Group Output

Illuminate

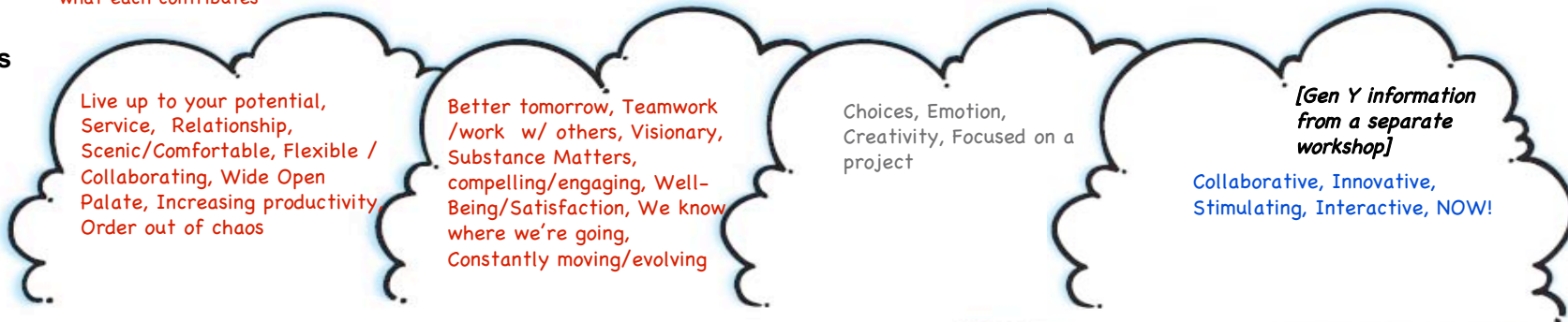
Get over it! "ourselves", illuminate what the generations goals are...Focus on what matters and do that, Opportunities for X voices to be heard (what is "smaller focus", why cynical?, Have Conversations, what do we want and need, Appreciation of differences and what each contributes

Together shaping a shared direction, Quickly & together move past obstacles, we weren't as good as we thought-we need help, Self-Sacrifice, Fear of Change, Common Good over Individual, It's not all about doing stuff and getting things, Balance (work, life, community)

Leadership-lots of them (BB), need more of us (X)
Commitment - looking for commit to org (BB), we have commitment to our professional development (X)

Relationships- Visionary, passionate, emotional (BB), being straight forward (X), Can't hear feedback (Y)
The Way we do work- Ambiguous, concepts, ideas (BB), Practical, Tasks, Action, Just do it! (X)

Wants



Expectations

Be as committed as our generation, (unmet) Lack of involvement "cause"

Loyalty, Be Like Us

Opportunities to Grow

Don't tell us, engage us, Have Conversations, Involve us, support us

Strengths

Hardworking
 Passionate

Idealist

Self Reliant
 Hardworking

Global, Technological, Purposeful, Connected, Energetic, Civic, "Having a say is natural"

● **Boomer**

● **Boomer**

● **Gen X**

● **Gen Y**

Limitations

Selfish, Self-centered, Competitive, Our own view of how work should be done

We don't recognize our limitations as well as we recognize those of other generations, Not everyone is like you - Strong Identity

No tolerance for BS factor, Don't Micro-manage US!

Easily Bored, Struggle with Failure, Require lots of oversight/praise