



COACHING & CONSULTING

LEADING ACROSS GENERATIONS

BRIDGING THE GAP BETWEEN GENERATIONS FOR A
STRONGER BUSINESS CULTURE

Dr. Jeremy Graves

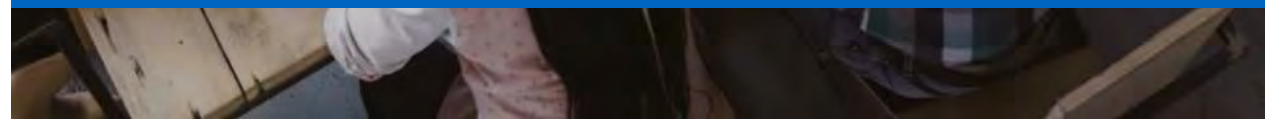


WHY CAN'T WE



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ALL JUST GET ALONG



REVOLUTIONIZE THE WAY YOU LEAD

If there's one thing that can drive the direction of your organization, it's your team's culture. Shaping culture starts with leadership, but traditional leadership models built on control won't allow your team to reach their potential. The need for a new lens to help leaders build healthy teams and successful organizations is clear.

With over 25 years of leadership experience in business and in the classroom, Dr. Jeremy Graves turns traditional leadership paradigms upside down with his **seven pillars of servant leadership**. Servant leadership is about serving the whole person.

DER PARADOX

THE LEADER PARADOX

LEADING ACROSS GE

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JEREMY GRAVES



Change leadership focuses on the people rather than the organization

Organizational change is notoriously difficult to lead, and traditional change management strategies don't address the root problems that cause change to fail. In *Change Leadership*, Dr. Jeremy Graves presents a different strategy—one that provides an approachable framework for leaders to guide their teams through the adjustment process and create buy-in by building a culture of change.

Organizational change is most effective when the organization's people willingly take part in the process. This is why change leadership starts by shifting your focus from the organization to the people.

Understanding the principles of change leadership will help you navigate organizational change at any level, from large, sweeping changes to the smaller adjustments companies make on a regular basis.

CHANGE LEADERSHIP

"LEADERS AT EVERY LEVEL MUST READ THIS BOOK."

Lee M.J. Elias, Author of *Think Like a Fan*

CHANGE LEADERSHIP

The Art of Moving From RESISTANCE TO RESILIENCE

JEREMY GRAVES



JEREMY GRAVES



Dr. Jeremy Graves is an author, educator, leadership coach, and director of professional and continuing education with the division of extended studies at Boise State University. He teaches leadership classes in the LEAD program in the School of Public Service and works with organizations around strategy, culture, and generational synchronicity. Dr. Graves is married to his best friend, Stephanie, and they have two sons.

aloha PUBLISHING

Business: Change Management
Business: Organizational Leadership
Business: Knowledge Capital





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What Have **Seen** Change in the Workplace?



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You Can Either **BE**



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You Can Either BE

Appreciative Inquiry



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Appreciative Inquiry is an approach to organizational change which focuses on strengths rather than on weaknesses.



Generational Guidelines



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Traditionalist Born 1929-1945

Traditionalist Cusper 1943-1948

Boomer Born 1946-1964

Boomer Cusper 1963-1968

Gen X Born 1965-1981

Gen X Cusper 1979-1984

Millennial Born 1982-1994

Millennial Cusper 1992-1997

Generation Z/iGen Born 1995-2012

Gen Z Cusper 2010-2014

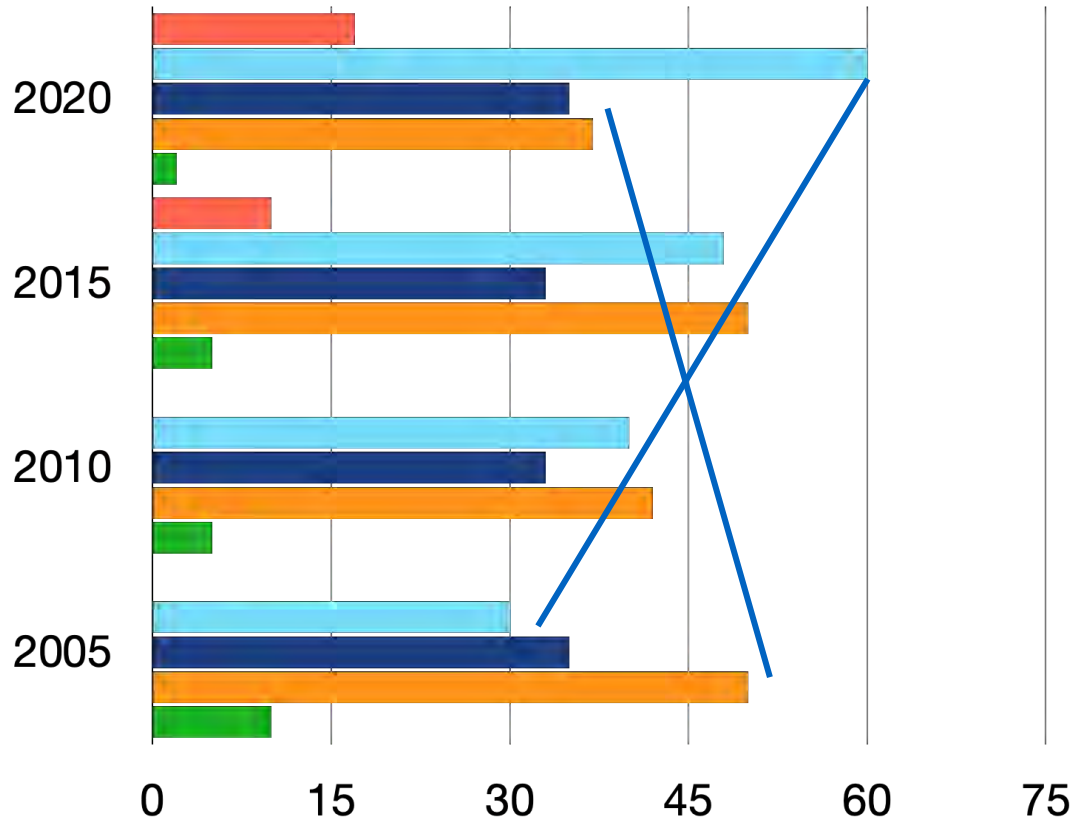
Generation Alpha Born 2010-2024



5 Generations In The Workplace



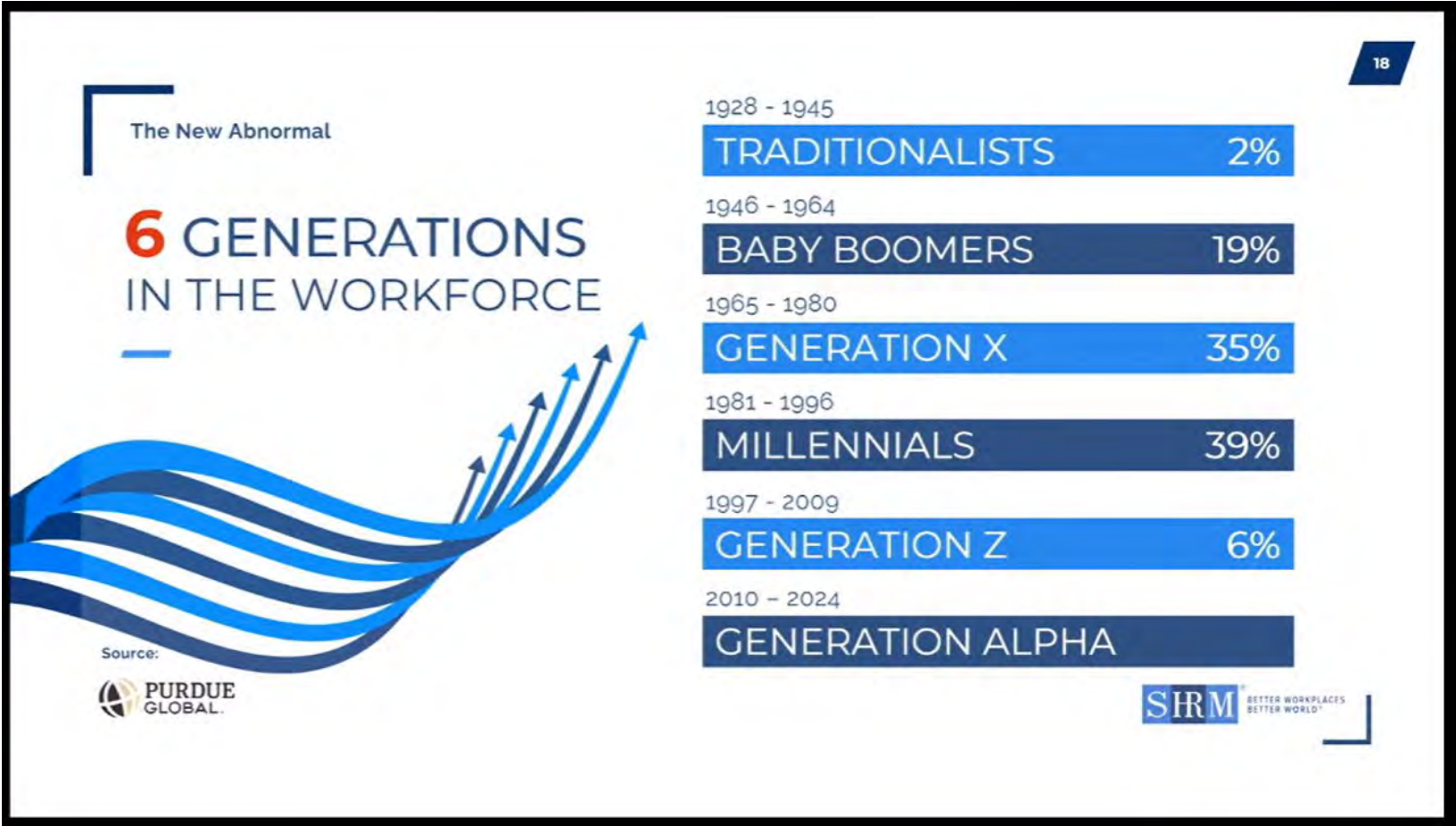
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10,000 people a day are turning 65 in the United States.

- iGen
- Gen X
- Traditionalists
- Millennials
- Baby Boomers

5 Generations In The Workplace



*Slide: Johnny C Taylor SHRM 2024