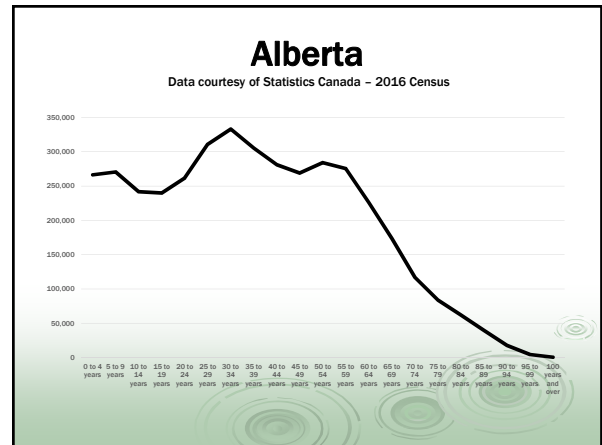
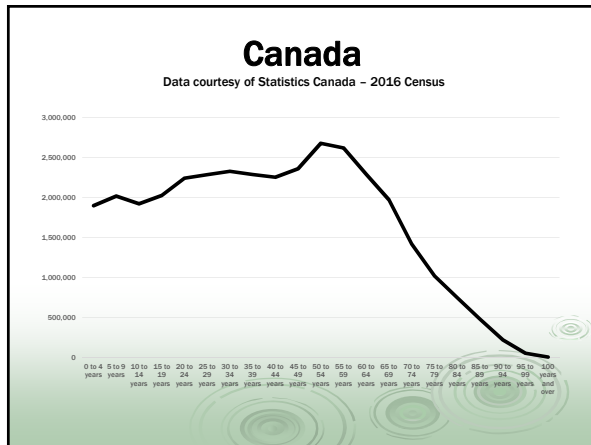


Young Workers and the Multi-Generational Workplace

Kristen Cummings
Cantos Performance Management

Let's manage safety recognizing how humans are and stop managing safety the way we wish humans were.

Alan Quilley



DISCUSSION

1. What makes your generation, your generation?
2. Unique strengths and challenges
3. Example of your generation at its best and at its worst
4. What advice would you offer others about working with your generation?

TRADITIONALISTS

Rural foundations
Self-reliant
Shaped by war trauma, the Great Depression
Relatively strict gender roles and boundaries
Family and home focused

BABY BOOMERS

Relatively strict rules and discipline
 Knowledge is power
 Reference people
 Value delayed gratification
 Value the institution
 Mindful of authority, hierarchy

BABY BUST (Gen X)

Post BCP – latch key kids
 Experienced recession – realists
 Knowledge is changing
 Reference materials
 Share information
 Non-traditional work models

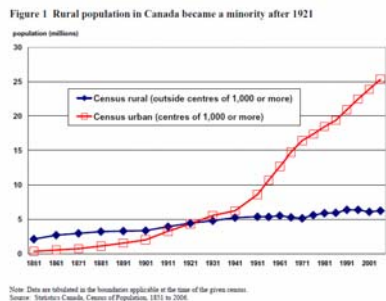
ECHO (Gen Y, Millennials)

The wanted child – no child left behind
 Non-nuclear families, social network
 Held from harm
 Catch and release / trial and error
 Value instant gratification, value the individual
 Seeking occupational fit

GENERATION Z (Re-gen, Gen Tech, iGen)

Economic depression, financial instability
 Raised in remarkable diversity
 Social responsibility, environmentalists, confronting consumption patterns
 Uncertain of public safety
 Learning from graphics, data visualization
 Expect complete individualization, customization

Rural vs. Urban Population



PUT IN CONTEXT...

- Changing worker loyalty contract
- Choice and change overload; structured gives way to ambiguous workplace
- Expectations of the workplace are increasing
- Diversity in all measures on the rise
- Shared understanding of execution is hard to find

BREAK
Back in 30 minutes

Anyone who believes that they have common sense has simply forgotten who taught them what they know.

Alan Quilley

The real enemy of safety is not non-compliance but non-thinking.

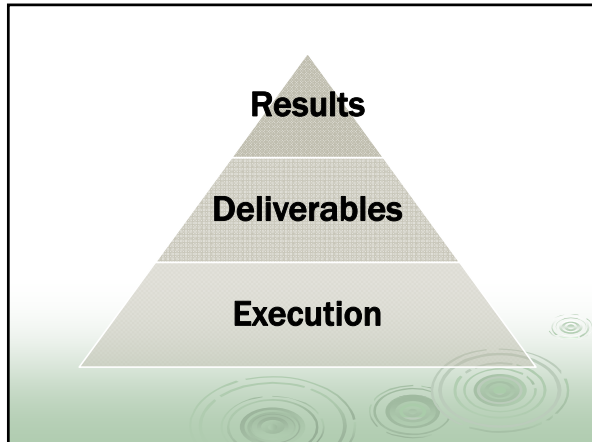
Dr Rob Long

	Unconscious	Conscious
Incompetent	Unconscious Incompetence	Conscious Incompetence
Competent	Unconscious Competence	Conscious Competence

Stress is not bad but a necessary part of facing life's challenges. Whilst the dreamers maintain the delusion that 'all accidents are preventable' the rest of us know that the bumps and challenges of life are necessary for learning, resilience and maturation. There can be no resilience without stress, and no learning without risk.

Dr Rob Long

BREAK
Back in 30 minutes



"Zero Harm" is a "do not" target. "Do" targets are possible, while "do not" is often impossible. The focus should be on aspects like "the best available and reasonable safety practices", or "improved measures" or "better hazard/ risk identification." These are things that can be done. If you tell me "do not get injured", I am going to ask you "How will I not get injured?" What will your answer be? (If you do have an answer, I bet it will probably be a list of things I should DO.)

Wynand Serfontein

Leaders make it safe to speak truth to power.

David Marquet

No matter how far you are down the wrong road, turn back.

Turkish proverb

Thank you!

**Kristen Cumming
403.304.7633
kristenatcantos@gmail.com
@CantosPM**