

**In this issue:**

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**1. Are you feeling the love or the tension between generations at work?** Having Boomers (1942-1953), Generation Jones' (1954-1965), GenYers (1980-2002) and GenXers (1966-1979) work together is a challenge. (Hey, having the Boomers work together is a challenge!) Boomers aren't leaving the workforce as soon as their parents did. The youngin's are joining the management and leadership ranks. Something's gotta give ... what do you think it is?

My colleague, Lisa Orrell ([www.theorrellgroup.com](http://www.theorrellgroup.com)), the Generation Relations expert, and I are on a mission to help the generations work together effectively. We are offering The Transitioning to Leadership Program: How to effectively move your Gen Y employees into Leadership Roles. Each generation has a different world view, different values, and different expressions of the same value – diversity in spades. We'll help you know who is in your workforce, what matters and what motivates them.

With this knowledge and our coaching, you will see how to tap into this diversity and produce profit-generating generations. Read Lisa's book, *Millenials Incorporated* – you'll get it. Then ask me about our Transitioning to Leadership Program. Oh, the secret: Get over yourself to get along with the other.

(Here is a link to an NPR news story with Lisa on "Weekend Edition Saturday". Click on "Listen Now" to hear the segment: [www.npr.org/templates/story/story.php?storyId=100361261](http://www.npr.org/templates/story/story.php?storyId=100361261).)

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[The Millennial Generation] is the most high-maintenance workforce in the history of the world. The good news is they are also going to be the highest performing workforce in the history of the world. - Bruce Tulgan, Author, *Managing Generation Y*

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**2. Got Validation?** This YouTube™ movie (16 minutes) reminds us of the impact we have on others. Once you see it, I bet you'll share it. If there's someone you'd like to share it with because you want them to "get it", but you just can't bring yourself to send them the link ... that's ok, build the relationships by validating them. Try it. [www.youtube.com/watch?v=Cbk980jV7Ao](http://www.youtube.com/watch?v=Cbk980jV7Ao).

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Appreciation is a wonderful thing: It makes what is excellent in others belong to us as well.  
Voltaire (1694 - 1778)

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**3. What Would It Look Like? Watch:** [www.globalonenessproject.org/videos/whatwoulditlooklike](http://www.globalonenessproject.org/videos/whatwoulditlooklike)

What if the world embodied our highest potential? What would it look like? As the structures of modern society crumble, is it enough to respond with the same tired solutions? Or are we being called to question a set of unexamined assumptions that form the very basis of our civilization? This 25-minute retrospective asks us to reflect on the state of the world and ourselves, and to listen more closely to what is being asked of us at this time of unprecedented global transformation.

After I saw this video, here's what I wrote in my journal: I want to work for Obama. If Obama offered me a job, I'd take it. Well, I'd want to take it. How can I work for Obama right here, doing what I am doing? It isn't about what I do, so much as the 'how' with which I do it – the spirit and commitment. How do I relate to my neighbors, the person in the next car in the traffic jam, my clients? I am going to work for

Obama. For what he calls forth in me: making good stuff happen, taking responsibility for what isn't happening. Possibility, that's the "it" I'm working for.

We need a new world dream – one that all can dream, and not just Americans. One that doesn't require a car, or even a college education, or (fill in the blank). What would that dream be for you? Your family? Your organization? Your community? For someone, in Kenya or Japan, who you may never met?

**4. Hardest person to lead? Yourself.**

Here is an excerpt from a debate between Wendy Kopp, President, Teach for America and Bill George, professor at Harvard business school, former CEO, Medtronic, Inc, and author of True North. (For the entire article, [http://www.fastcompany.com/magazine/114/open\\_open-debate.html](http://www.fastcompany.com/magazine/114/open_open-debate.html) .)

Bill: Leaders who fail often do so because they fall prey to the pressures and seductions they face. It isn't that they lack leadership skills, style or power – but that their egos, greed, their craving for public adulation and their fear of loss of power overwhelm their responsibility to build their institutions.

Wendy: at Teach for America, we know that teaching successfully is an act of leadership. I often hear our corps members and alumni describe the moment they broke through as a teacher as the moment they realized that this work is not about them, but rather about their students. The best leaders keep focused on the outcomes they're trying to achieve, resisting the very human temptation to get distracted by issues of ego and insecurity.

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**Conversations change actions: The boy said he could.** The Associated Press; Dateline: Lubbock, Texas, 1/3/2009. Texas Tech basketball coach Pat Knight grew tired of watching his men's basketball team miss shots that even a child could make. So he found one to illustrate his frustration. While the Red Raiders were busy botching about 15 layups against Stephen F. Austin, Knight scoured the stand and invited a youngster to join the team huddle. Knight asked the boy whether he could make layups. The boy said he could. "I was just tired of having 18-21 year-olds miss layups that a 12-yr old boy could hit, so I brought a 12-yr old in to let them know that he could hit layups." The psychological maneuver evidently worked. The Red Raiders fared better during the second half, eventually winning over the Lumberjacks, 69-65.

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Bill: I believe that great leaders are also excellent teachers. I wonder, would actually thinking of themselves as teachers help leaders be more effective? **What can we learn from teachers about our own leadership?** ... Is leadership inherent or trainable? Both. You are born with characteristics that reside deep inside you: drive, an ability to influence and motivate, perseverance. But you have to develop that quality through actual leadership experiences. ... A key quality is adaptability – facing unexpected obstacles, falling short of goals, reading the context, and changing your approach. Absent that, leaders will continue to repeat mistakes and will not grow and develop. That leads me to the essence of the question "Why is it so hard to lead yourself?" that answer, in my experience, lies in the differences between your idealized self – how you see yourself and how you want to be seen – and your real self. The key to growing as a leader is to narrow that gap by developing a deep self-awareness that comes from straight feedback and honest exploration of yourself, followed by a concerted effort to make changes.

'Til next time ... Boldly lead where you have not gone before!

Camille

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