



THE LEADERSHIP PIPELINE

Shaping the Next Generation of Changemakers

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WHAT ARE YOU LOOKING FOR IN A LEADER?



- What characteristics must a leader in your organization embody?
- How have your ideas about these characteristics evolved over the years if at all?

5 PILLARS OF NEXT GENERATION LEADERSHIP

- **Multigenerational and Multicultural Leadership**
- **Social Media Mindset**
- **Learning Agility**
- **Technology Aptitude**
- **Startup Leader Mentality**

MULTIGENERATIONAL AND MULTICULTURAL LEADERSHIP

Embracing diverse perspectives across ages and cultures is crucial for driving innovation and understanding a global workforce.

Micro generations



Micro-Generation Stereotypes

Compared to Macro-Gens

	CHILDHOOD PRESIDENTS	MAJOR CHILDHOOD EVENTS	FAVORITE SLANG	WORST HABITS	BEST TRAITS
BABY BOOMERS 1946-1964	Eisenhower, JFK, LBJ, Nixon	Korean War, Civil Rights, Vietnam, JFK and MLK Assassinations, Woodstock	Hipster, Daddy-O, Groovy, Far Out, Dig It	Competitive, Arrogant, Self-centered	Hard-working, Community-oriented, Goal-oriented
GENERATION JONES 1954-1965	Eisenhower, JFK, LBJ, Nixon	Vietnam, JFK and MLK Assassinations, Watergate, Moon Landing	Funky, Bogart, Book it, Bummer	Distrusting, Cynical, Bitter, Jealous	Competitive, Optimistic, Assertive, Practical, Idealistic
GENERATION X 1965-1980	Nixon, Ford, Carter, Reagan	Watergate, Roe v. Wade, Three Mile Island, Challenger Explosion	Bodacious, Chillin', Fly, Gnarly	Sarcastic, Cynical, Pessimistic	Self-reliant, Individualistic, Independent, Work/Life Balance-oriented
XENNIALS 1977-1983	Reagan, G.H.W. Bush, Clinton	Challenger Explosion, Cold War, Black Monday, Early Internet, Gulf War	Talk to the Hand, Not!, Wicked, Rad	Skeptical, Independent, Thrifty, Self-Conscious	Positive, Collaborative, Modest, Values-Oriented, Cautious

MILLENNIALS 1981-1996	Reagan, G.H.W. Bush, Clinton, G.W. Bush	Internet, OK City Bombing, Gulf War, 9/11, Same Sex Marriage, Columbine	Diss, My Bad, Wassup, Fleek, Jiggy	Competitive, Expectant, Pessimistic, Status Quo Challengers	Adaptive, Creative, Ambitious, Relationship-oriented
ZILLENNIALS 1993-1998	Clinton, Bush, Obama	9/11, Dot.com Collapse, Iraq War, Hurricane Katrina, 2008 Financial Crisis	Bling, Tight, LOL, Fo Shizzle, Props	Habitual, Skeptical, Doubtful, Picky, Debt-Tolerant	Brand Loyal, Idealistic, Authentic, Uninhibited, Culture-Oriented
GENERATION Z 1997-2012	G.W. Bush, Obama, Trump	Hurricane Katrina, Smartphones, 1st African American President, Boston Marathon Bombing, BLM, Me Too	Slaps, Fire, Stan, Tea, Yeet, Bet	Practical, Frugal, Blunt, Anxious	Motivated, Self Care-oriented, Innovative, Social, Knowledge-driven
GENERATION ZALPHA 2008-2014	Obama, Trump, Biden	BLM, Me Too, COVID-19, Jan 6, Trump Impeachments	Bougie, Cheugy, Rizz, Slay	Digitally Social, Socially Awkward, Wasteful, Undereducated	Ethical, Tech-Forward, Friendship-Focused, Inclusive, Digitally Fluent
GENERATION ALPHA 2013-	Biden, Trump	COVID-19, 1st Female VP, Jan 6, Roe v. Wade Overturned, Trump Indictments, Generative AI	Goated, Glaze, Sigma, Delulu	Demanding Consumers, Short Attention Spans, Tech-dependent	Expressive, Inclusive, Entrepreneurial, Future-oriented, Digitally Fluent



SOCIAL MEDIA MINDSET

Utilizing digital communication platforms to build transparent communication, engage with teams, and build communities authentically.

LEARNING AGILITY

The ability to rapidly learn, adapt to new situations, and apply knowledge to unfamiliar problems.





TECHNOLOGY APTITUDE

More than just tech literacy, this involves leveraging technology to improve business processes and user experiences.

STARTUP LEADER MENTALITY

Operating with a "founder" mindset—entrepreneurial, agile, and willing to take calculated risks to create value



WHAT'S NEXT?

What can you do tomorrow to start identifying and growing leaders?

ATTITUDE OF HOPEFULNESS

- What do you like about the upcoming generation?
- What are you looking forward to?
- What technological advances are helping to make things better?

HOW DO YOUR CURRENT SYSTEMS SUPPORT FINDING OR GROWING LEADERS IN YOUR ORGANIZATION?

Support growth outside of people management

Don't make your only pathway for growth be the management of people. This often creates situations where people who hate people are leading them.

Allow for controlled failure

Setup situations where individuals can participate in low stakes but high value projects. (Planning a staff event, coordinating an additional fundraiser)

Bake in opportunities for learning/coaching

People learn through repetition and reinforcement. Make sure that trainings and coaching compliment one another.



KEY STRATEGIES

- **Identify Potential Early**
- **Implement Mentorship Programs**
- **Provide Stretch Opportunities**
- **Offer Formal Training and Coaching**
- **Foster Ownership and Autonomy**
- **Create Development Plans**
- **Encourage Peer Learning**