

# Working with, Leading, Managing and Learning from GEN Z's

## SOME STRATEGIES TO INSPIRE GEN Z IN THE WORKPLACE

**1. Embrace Technology:** Gen Z is the most tech-savvy generation, so integrating the latest technology into the workplace can enhance their productivity and engagement. This includes using collaboration tools digital platforms for learning and development, and leveraging social media for communication and networking.

**2. Provide Opportunities for Growth and Development:** Gen Z values continuous learning and personal development. Offer training programs, workshops, and mentorship opportunities to help them expand their skills and advance their careers within the organization.

**3. Encourage Autonomy and Ownership:** Gen Z appreciates autonomy in their work. Allow them to take ownership of projects and make decisions independently, while providing guidance and support when needed. This fosters a sense of responsibility and accountability.

**5. Offer Flexibility in Work Arrangements:** Gen Z values flexibility in their work schedules and environments. Consider offering options such as remote or hybrid work, flexible hours, or compressed work weeks to accommodate their individual preferences and lifestyles.

**6. Provide Meaningful Feedback and Recognition:** Regular feedback and recognition are important for motivating Gen Z employees. Offer constructive feedback on their performance and achievements, and publicly acknowledge their contributions to the team or organization.

Create authentic relationships with your employees to show that you deeply care for them. Have them feel a sense of significance, feeling heard, and purpose with their company roles and life.

**7. Promote Work-Life Balance:** Encourage a healthy work-life balance by respecting boundaries and promoting self-care. Offer wellness programs, mental health resources, and encourage employees to take breaks and disconnect from work when needed.

**8. Create a Purpose-Driven Culture:** **Gen Z seeks meaning and purpose in their work.** Align the organization's mission and values with causes that resonate with them, and actively engage in corporate social responsibility initiatives that make a positive impact on society. Lead by example with company culture.

**9. Reverse Mentorship:** Embrace reverse mentorship. Create intentional groups to foster different "Gens" to share and contribute ideas. Leave your egos at the door to LEARN from younger generations. They have a lot to offer and a whole new perspective to business, technology, and innovation.

### **10 Compelling reasons why your company should implement Reverse Mentoring:**

**1. Knowledge Transfer:** Reverse mentoring enables the transfer of valuable skills, insights, and perspectives from younger employees to older ones, particularly in areas such as technology, social media, and digital trends.

**2. Innovation Catalyst:** It fosters a culture of innovation by encouraging the exchange of fresh ideas and novel approaches between employees of different generations, sparking creativity and driving organizational growth.

**3. Leadership Development:** Reverse mentoring provides opportunities for younger employees to develop leadership skills, build confidence, and cultivate mentorship abilities, contributing to their professional growth and career advancement.

**4. Enhanced Employee Engagement:** Engaging in reverse mentoring initiatives demonstrates a commitment to inclusivity and empowers employees of all ages to contribute meaningfully to the organization's success, resulting in higher levels of engagement and job satisfaction.

**5. Diverse Perspectives:** By bridging the generation gap, reverse mentoring brings diverse perspectives and experiences to the forefront, enriching decision-making processes, problem-solving, and strategic planning within the company.

**6. Talent Retention:** Offering reverse mentoring opportunities can increase employee retention rates by demonstrating that the company values the expertise and contributions of all employees, regardless of age or tenure.

**7. Adaptation to Change:** In an ever-evolving business landscape, reverse mentoring equips senior employees with the knowledge and skills needed to adapt to new technologies, market trends, and consumer behaviors, ensuring the company remains competitive and agile.

**8. Cross-Generational Collaboration:** It promotes collaboration and teamwork across different generations, breaking down barriers and fostering mutual respect, understanding, and appreciation among employees with diverse backgrounds and experiences.

**9. Customer Insights:** Younger employees often have a better understanding of emerging consumer preferences and behaviors, making them valuable sources of customer insights. Reverse mentoring allows this knowledge to be shared and applied strategically within the company.

**10. Strategic Advantage:** Companies that embrace reverse mentoring gain a strategic advantage by harnessing the full potential of their multi-generational workforce, driving innovation, adaptability, and sustainable growth in today's dynamic business environment.

---

**By implementing these strategies, organizations can inspire and empower Gen Z employees to thrive in the workplace, driving innovation, productivity, and success.**

# Family, Life, Work Balance - Kevin Thompson interview

- Remember: one generation often responds to what they see was unhealthy about the previous generation.
- Think rhythms, not balance.
- When will your spouse/kids have your undivided attention? They not only need it; they also need to know they will soon have it.
- Take the assessment at <https://www.changetheodds.com/>
- What is one rhythm you could create to better your family?

# Shari Fitzpatrick Summary Points

The significance of finding joy in your work:  
Pursuing a career in what you love transforms work into passion, making every task feel less like an obligation and more like a calling.

- **Putting family first, ahead of work, is what's truly most important:** Recognizing this is a significant key to achieving success and happiness in life. By having our priorities in the right order, we ensure a fulfilling balance between professional achievements and personal happiness. Building our home on a solid rock provides a solid foundation from which to excel in our careers. It's about understanding that success isn't just measured by professional milestones but by the quality of the life we build with the ones we love. Listened to Jesus' teachings and apply them to your life. *Anyone who hears and obeys these teachings of mine is like a wise person who built a house on solid rock.* Matthew 7:24
- **Learning from our mistakes is a powerful catalyst for personal growth, making us stronger and more resilient during life's biggest challenges:** It is through these difficult times that our character is forged and refined. These experiences teach us that comfort often takes a backseat to the more significant, transformative work happening within us. Indeed,

it's believed that God values our character development over our comfort, viewing our trials as opportunities to deepen our strength and integrity. This perspective encourages us to embrace our struggles, understanding that each challenge is a steppingstone to becoming our best selves, with a character rich in depth and resilience.

- **The importance of forgiveness:** “Unforgiveness does more harm to the vessel in which it is stored than to object upon which it is poured.” You must forgive to heal and move on... *Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.* Ephesians 4:32

- **Helping others makes us feel good:** Evidence shows that helping others can also benefit our own mental health and wellbeing. It not only uplifts those in need but it can also reduce our stress as well as improve mood, self-esteem, and happiness. *And do not forget to do good and to share with others, for with such sacrifices God is pleased.* Hebrews 13:16.