PROFESSIONAL DEVELOPMENT

DISRUPTED

TECHNOLOGY AND THE NEXT GENERATION

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TODAY’S AGENDA

Buckle up and buckle down

NEXT GEN
who are they

6 NEXT GEN
training elements

RECAP &
wrap-up
<table>
<thead>
<tr>
<th>THE GENERATIONS</th>
<th>AGE</th>
<th>NUMBERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>GENERATION Z</td>
<td>&lt; 19</td>
<td>50+ million</td>
</tr>
<tr>
<td>MILLENNIALS</td>
<td>20-36</td>
<td>76 million</td>
</tr>
<tr>
<td>GENERATION X</td>
<td>37-52</td>
<td>51 million</td>
</tr>
<tr>
<td>BABY BOOMERS</td>
<td>53-71</td>
<td>75 million</td>
</tr>
<tr>
<td>BUILDERS</td>
<td>72-89</td>
<td>56 million*</td>
</tr>
<tr>
<td>G.I. GENERATION</td>
<td>90+</td>
<td>60 million*</td>
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</table>
2017 WORKPLACE
5 generations representin'

38% MILLENNIALS
33% GEN X
27% BOOMERS

BUILDERS
GEN Z
2025 Workplace
Oh the places they’ll go

75% MILLENNIALS & GEN Z
25% OTHER GENERATIONS
Millennials: Who & Why

- 71% of Millennials are disengaged at work, the most of any generation.
- 20-36 years old
- Largest generation
- 66% expect to leave their organization by the end of 2020.
- $1.4 trillion annually is the estimated spending power of U.S. Millennials by 2020.
- Digitally savvy
- Most educated
- 70% might ‘reject’ traditional business to work independently.
75% of Generation Z wish their current hobby could become their full-time job.

1st global generation

<19 yrs old

77% of Generation Z rely on tech to help achieve personal & professional goals.

Digitally dependent

Over 50% of Generation Z say it's easier or more convenient to chat digitally.

Continuous learners

Say people whom they work with would enable their best work.

65%
WHY IS TODAY DIFFERENT?

a bigger story

MILLENIALS & GENERATION Z ARE A CRITICAL MASS OF CHANGE AGENTS

TECHNOLOGY

INTERNET

EXPOENTIAL TIMES

MILLENIALS GEN Z

why Is today different?

a bigger story

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why Is today different?
TECHNOLOGY
INTERNET
EXPONENTIAL TIMES
MILLENNIALS

Elevated expectations

Millennials & Gen Z have...
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<th>BOOMERS</th>
<th>GEN X</th>
<th>MILLENNIALS</th>
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<tbody>
<tr>
<td><strong>SUMMARY</strong></td>
<td>ONE-TO-ONE</td>
<td>ONE-TO-MANY</td>
<td>MANY-TO-ONE</td>
<td>INDIVIDUALIZED AND COMMUNAL</td>
</tr>
<tr>
<td><strong>VIEW</strong></td>
<td>ON-THE-JOB</td>
<td>CLASSROOM</td>
<td>E-LEARNING</td>
<td>MOBILE, MICRO, AND ON-DEMAND</td>
</tr>
<tr>
<td><strong>ATTITUDE</strong></td>
<td>REFINING NICHE EXPERTISE</td>
<td>FORMAL AND TOP-DOWN APPROACH</td>
<td>WAY TO GET AHEAD</td>
<td>CONSTANT AND CONTINUOUS</td>
</tr>
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</table>
NEXT GEN TRAINING

brief & BEAUTIFUL

Match the next generation’s fast and intuitive expectations.
collaborative & COMMUNAL

Offer environments where the next gen can consume, collaborate & contribute.
Next Gen Training

Prioritize the how and when of learning over the what.
Next Gen Training

Element #4

Instant & Intelligent

Deliver just-in-time training so the next generation can apply in real time.
NEXT GEN TRAINING

Element #5

relevant & RELATABLE

Revisit and refresh in order to address relevant needs in relatable ways.

Turn Information into Stories with Data Visualization

Primer Team
NEXT GEN TRAINING

element #6

blend & BIND

Prompt, encourage, and reward for real-world interaction and application.
TODAY’S AGENDA

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- **NEXT GEN**
  - who are they

- **6 NEXT GEN**
  - training elements

- **RECAP & wrap-up**
5 PHASES OF CHANGE

stay overwhelmed

1. IGNORANCE
2. DENIAL
3. RESPONSIBILITY
4. RESOLVE
5. PROGRESS
Thank you

y'all rock!
REFERENCES

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