

Haylor Leadership

Leadership For Good



Managing Gen Z



The Generations

Gen Z: 1997 – 2012

Millennials: 1981 - 1996

Gen X: 1965 - 1980

Boomers: 1946 - 1964

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Question:

Give me one word that comes to mind when you think about Gen Z in the workplace.

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What is the problem? The stereotypes...

Work 'behaviours' not what you expect?

Lack of engagement?

Sense of Entitlement?

More sick days? Anxiety?

Increasing vulnerability to negative outcomes?

Uncomfortable being in an office? Or client location?

Difficulties communicating with clients

Not willing to go the extra mile? / Not ambitious?





What's Going On?

“He has never before seen this level of “apathy” in the 20 years he’s worked with teenagers.”

What's actually changed?

Pace of change – Hard to intellectually, operationally and emotionally adapt.

Covid – Foundations undermined / A changed social contract

Financial Crisis – Permanent economic instability

AI – What does the future hold?

Dehumanising life and the workplace – Hybrid working / dating apps/ AI interviews

Entrenched negativity – Leverage Purpose, don't be that leader...

Collaborative v. Hierarchical – The fundamental change in context

The Reality (on a bad day...)

Gen Z – trying to find a future they can believe in.

Millennials – struggling to balance childcare, ageing parents, and affordability with increasing work demands.

Gen X – hoping they can reach retirement with limited changes before everything falls apart...

Boomers – blocking change they don't believe in...



CLEAR Leadership in a Changing World

Collegiate Approach

Lead with Expectations

Enduring Purpose

Adapt

Relentless Alignment

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The Four Leadership Needs of Followers – Distribution

Now, please list three words that best describe what this person contributes to your life.

% of responses



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GALLUP®

C = Collaborative Leadership

- **Shift managers from directive to collaborative** – aligned with society but also best for innovation and adaptation.
- **Adaptation Team** – Cross vertical, cross generational, collaborative ideas development group. How do we produce better results for all stakeholders?
- Embed a culture of open **2-way ongoing feedback**.

L = Lead with Expectations

- **Build clarity on what's expected and why**, remove the ambiguity younger generations find most disengaging
- This is **not micro-managing**, it is achieving 2-way clarity. Address potential friction in the open from day 1.

E = Enduring Purpose

- Leadership is, by definition, about leading in a certain direction. **We need to know what that direction is, why we are going there, and why others should come along for the ride.**
- **Connect day-to-day work to something meaningful,** addresses the 'what's in it for me?' question directly

Question:

*How much did AI
'compute' demand
grow by between
January and March this
year?*

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A = Adapt

“It's not the strongest who will survive, it's the most adaptable.”

- What got you here, won't get you there...
- Many, especially Gen Z know the future is unpredictable, they know you can't guarantee them anything, but they do want a firm that is **embracing the future and showing energy and willingness to adapt.**

R = Relentless Alignment

Reinforce priorities consistently.

- Embed **continuous feedback loops**. Genuine 2-way feedback (reverse mentoring).
- Align the vision, strategy, team goals and individual actions and expectations with clarity and consistency.

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To Conclude

Lead the world that
is...

Not the world that
we wish it was.





Thank you!

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Questions?