

A person with a beard is sitting at a desk, using a tablet. The tablet screen shows a news website with Polish text. A cup of black coffee is on a saucer to the right. The background is a blurred office setting with papers and a laptop.

A JOURNEY TO ENGAGEMENT

Working Across The Generations



Change Your Thinking

Change Your Future

Change Your Future

eddielemoine
international keynote speaker

www.eddielemoine.com



A JOURNEY TO ENGAGEMENT

Working Across The Generations



Remember when?



Remember when?



What Happened?

**Its not that way
for everyone**



What is Engagement Anyway?



Engaged=Discretionary Effort

- Inclusion and co-creation
- looking for ideas and support throughout the organization.
- leveraging the strengths of individual team members to achieve corporate goals.
- Employees are emotionally committed to the success of their employer

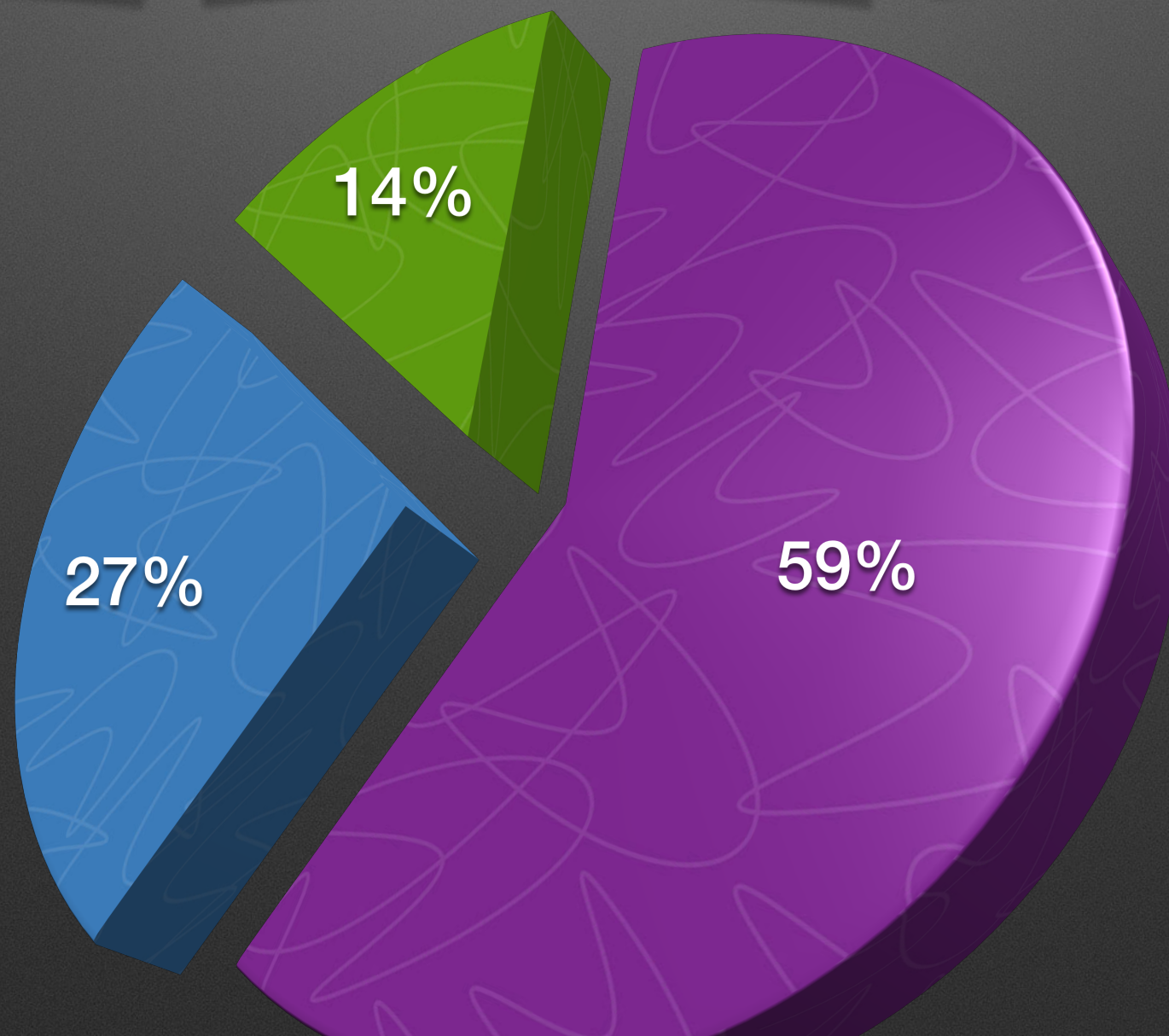
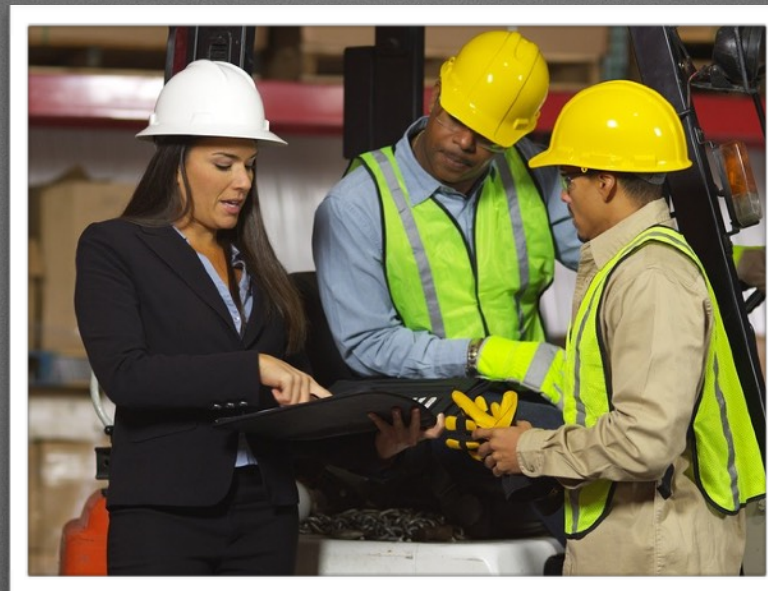


Discretionary Effort

● Not Engaged

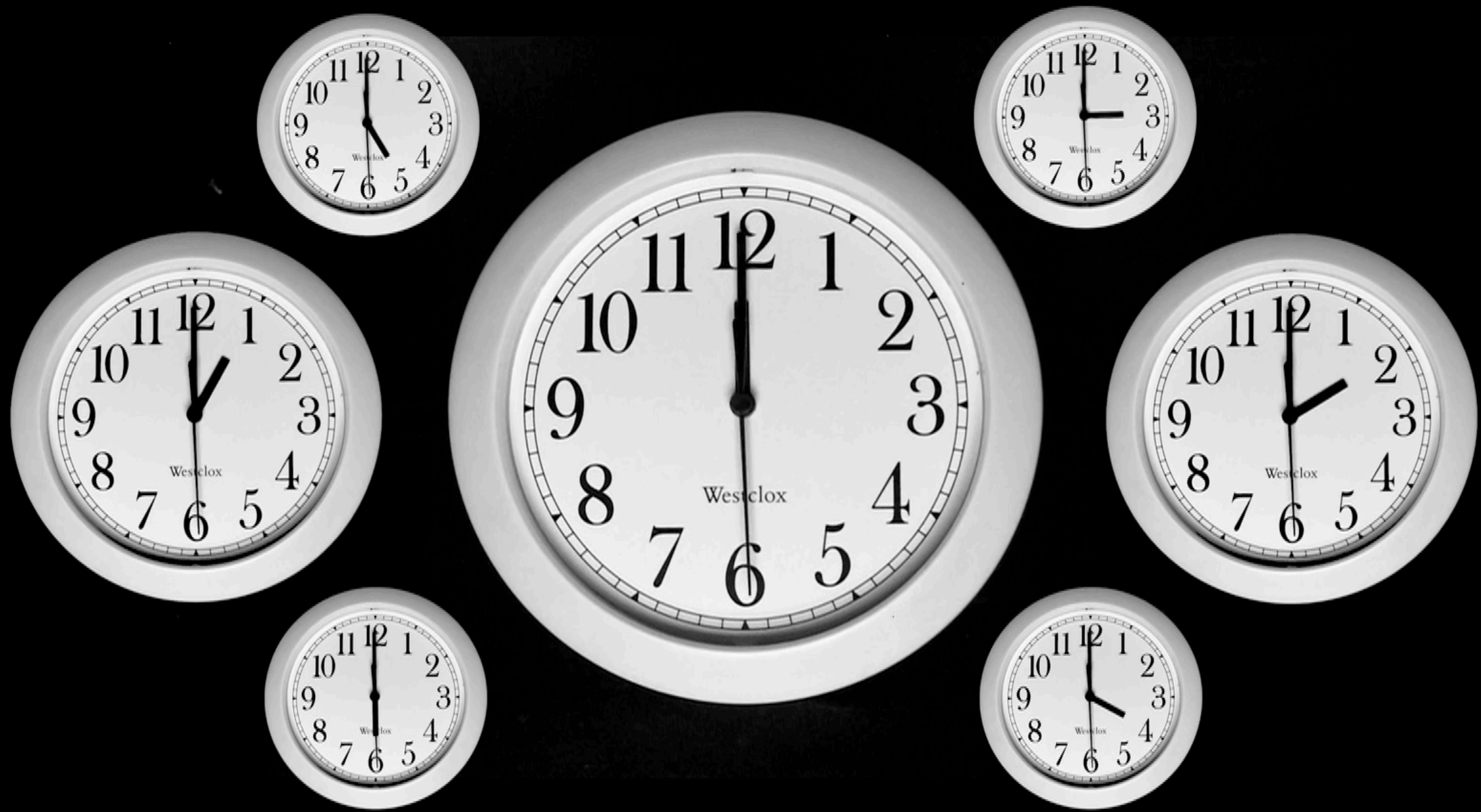
● Engaged

● Actively Disengaged



The Benefit and Cost of Leading and Engaged Team



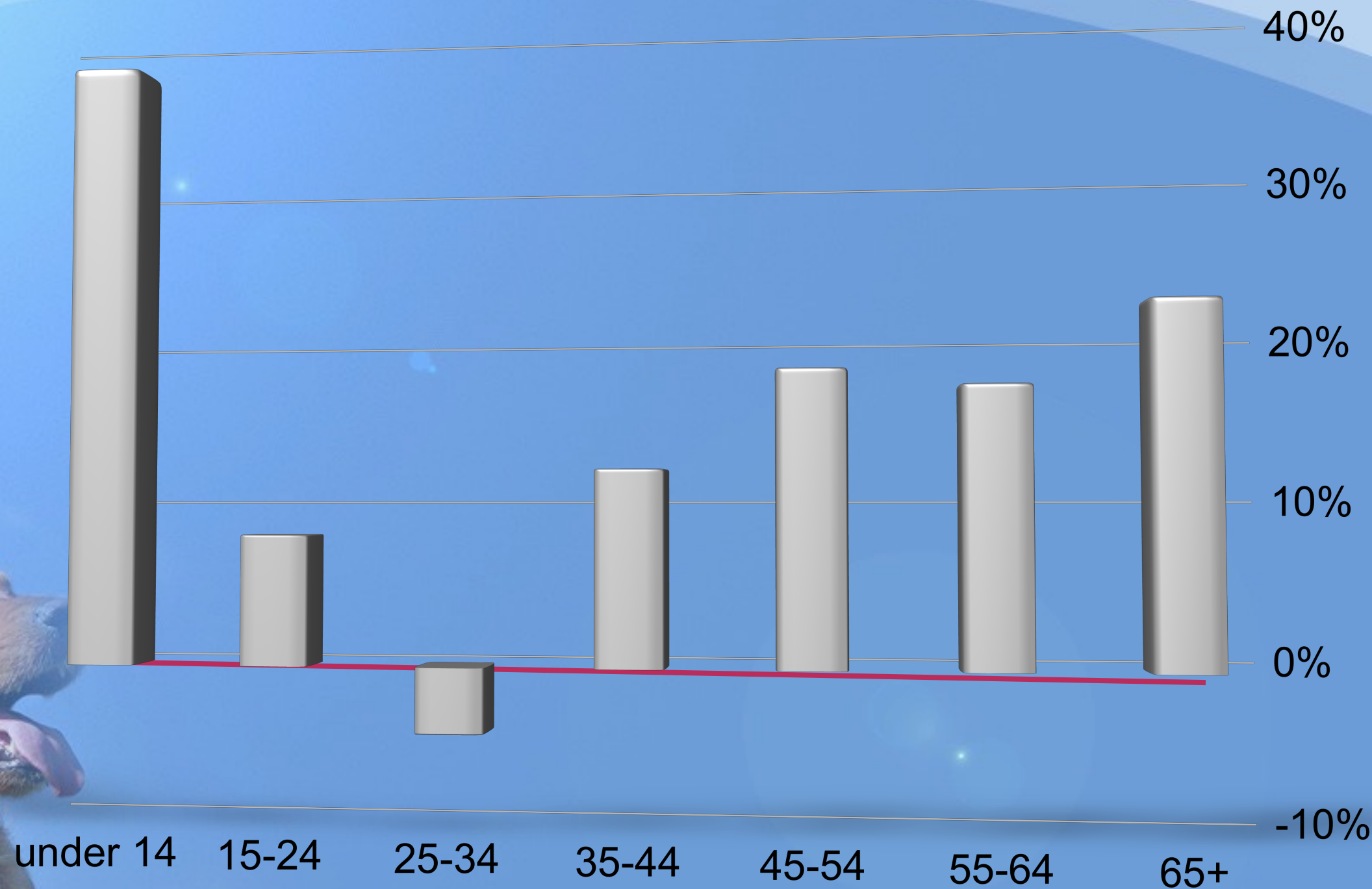


Trends that will impact you

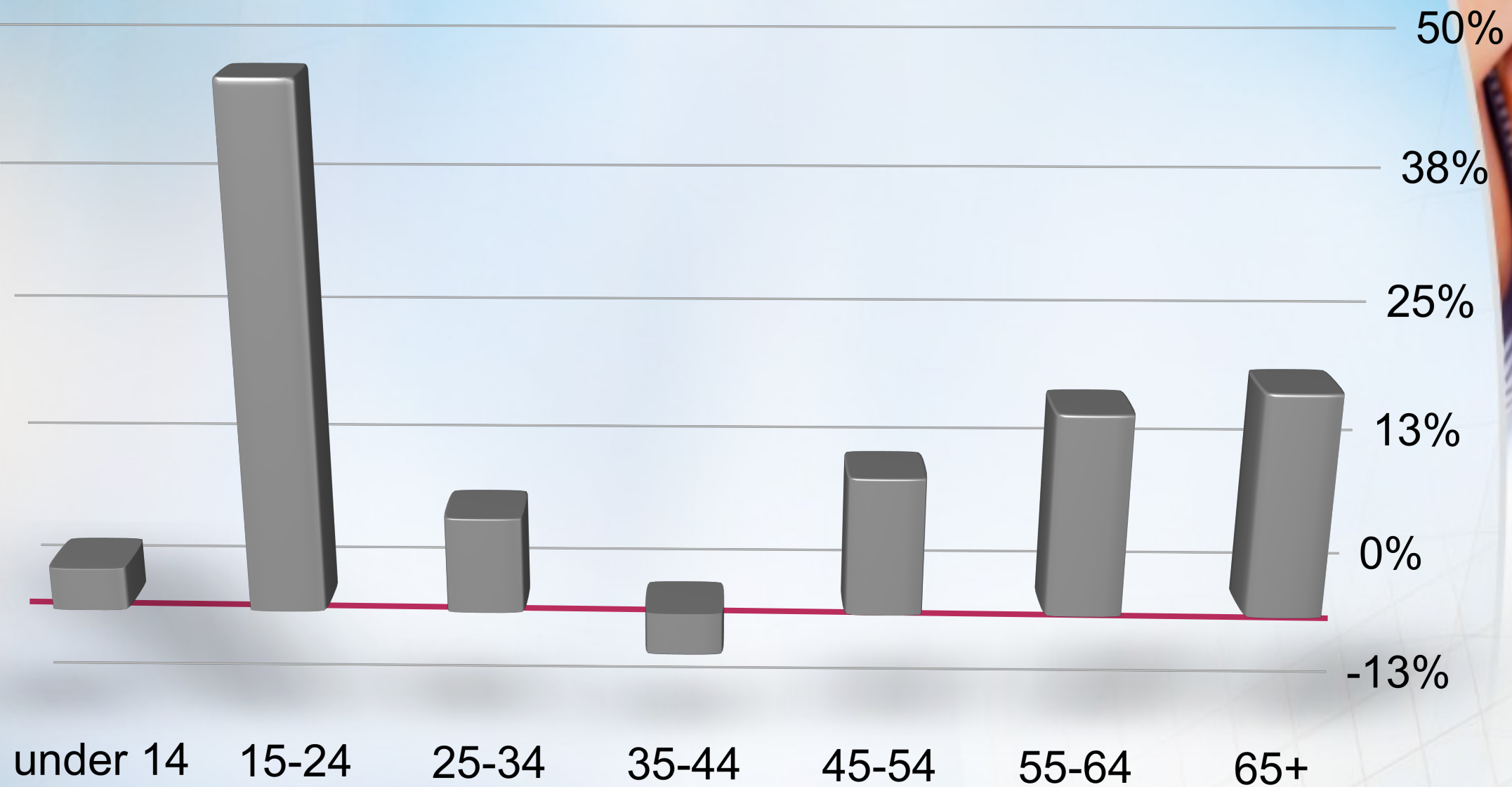


The aging population

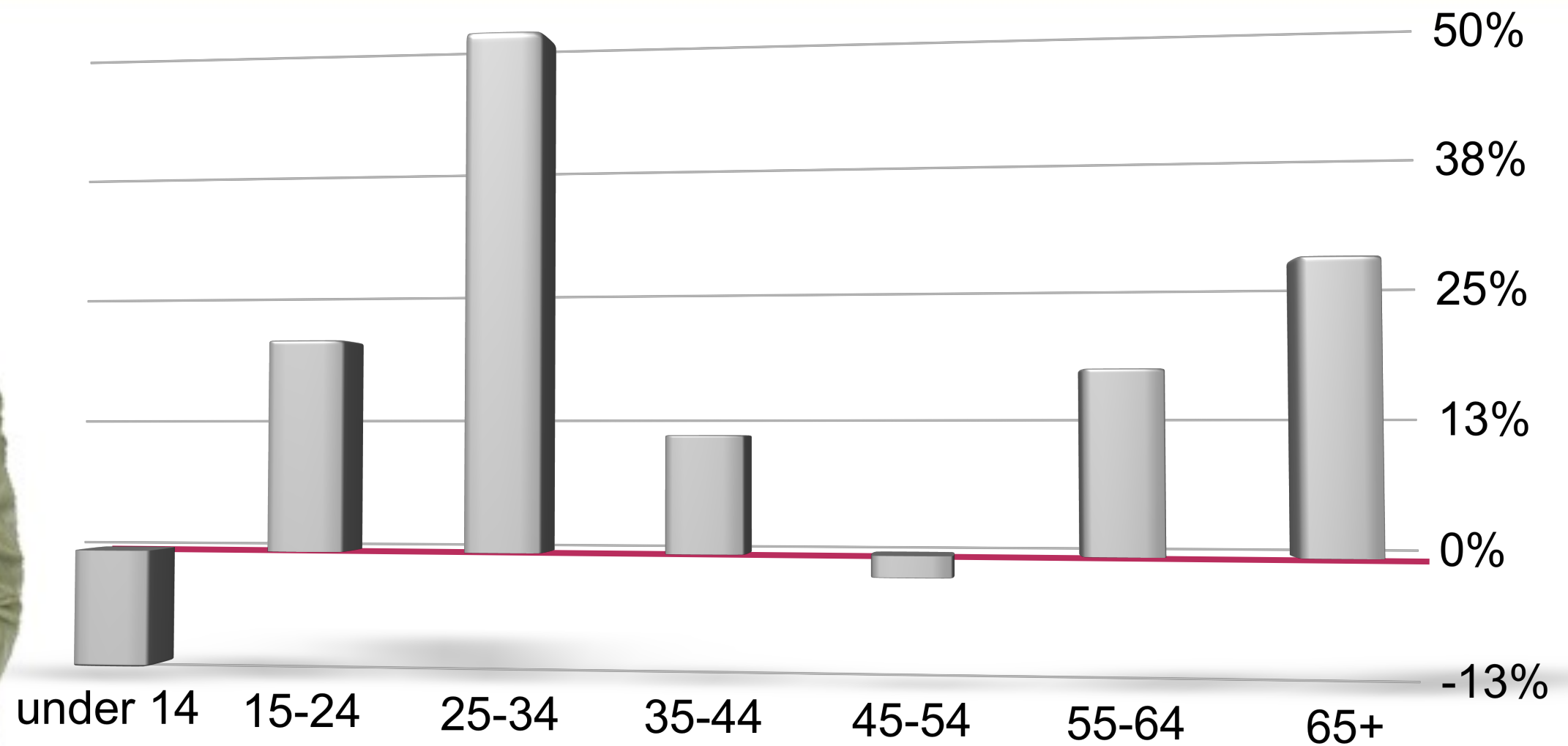
Population Growth 1950-1960



Population Growth 1960-1970

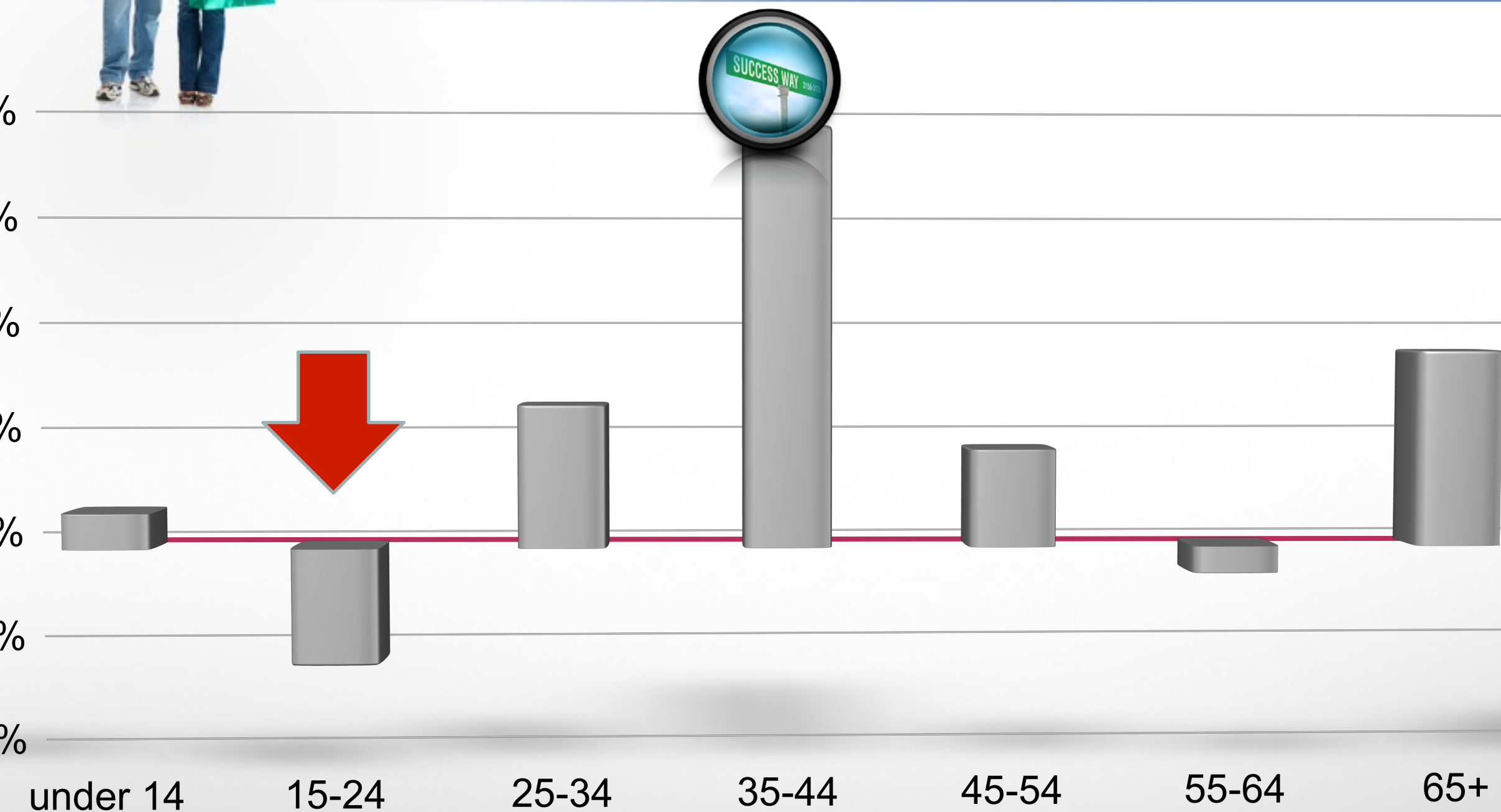


Population Growth 1970-1980



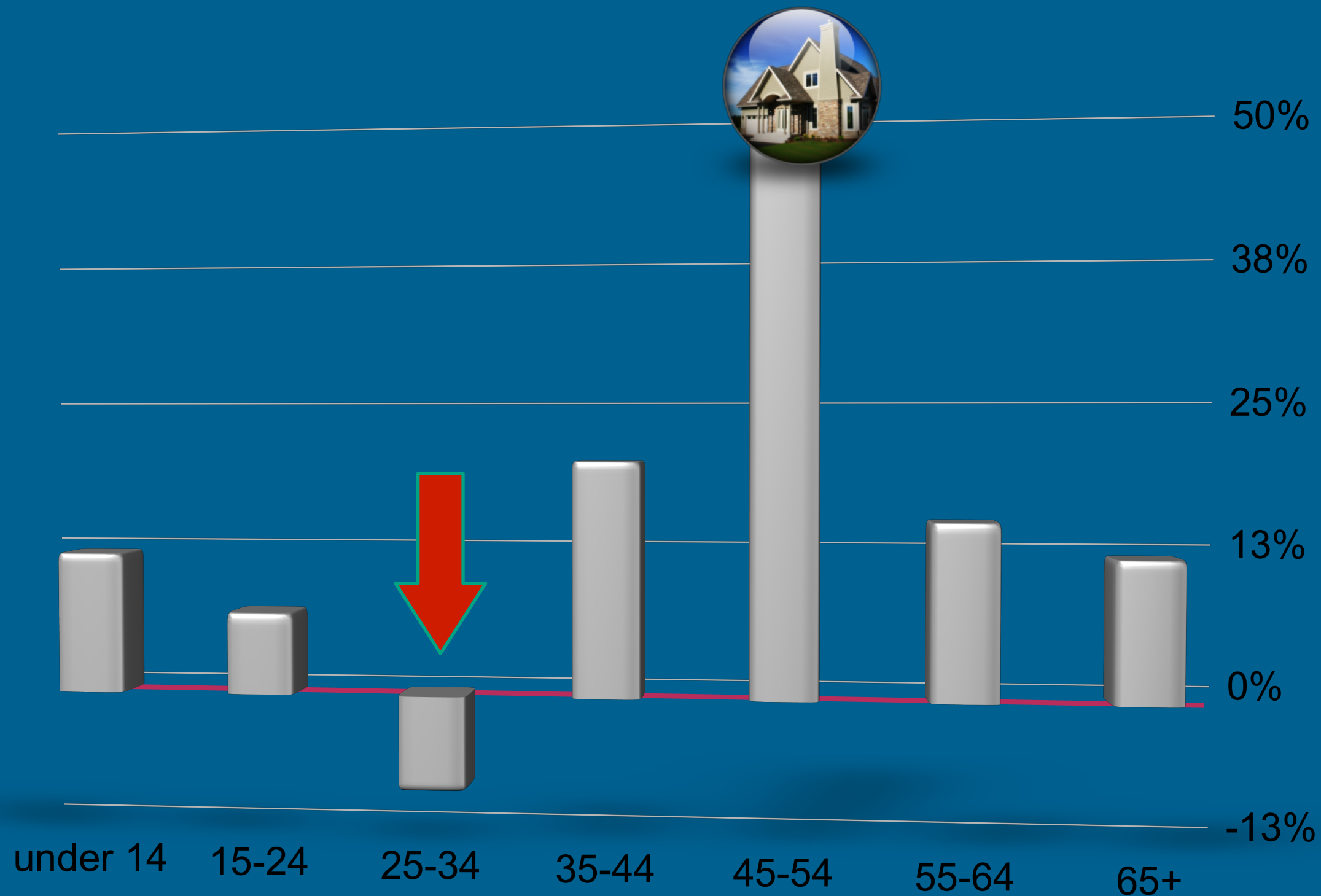


Population Growth 1980-1990

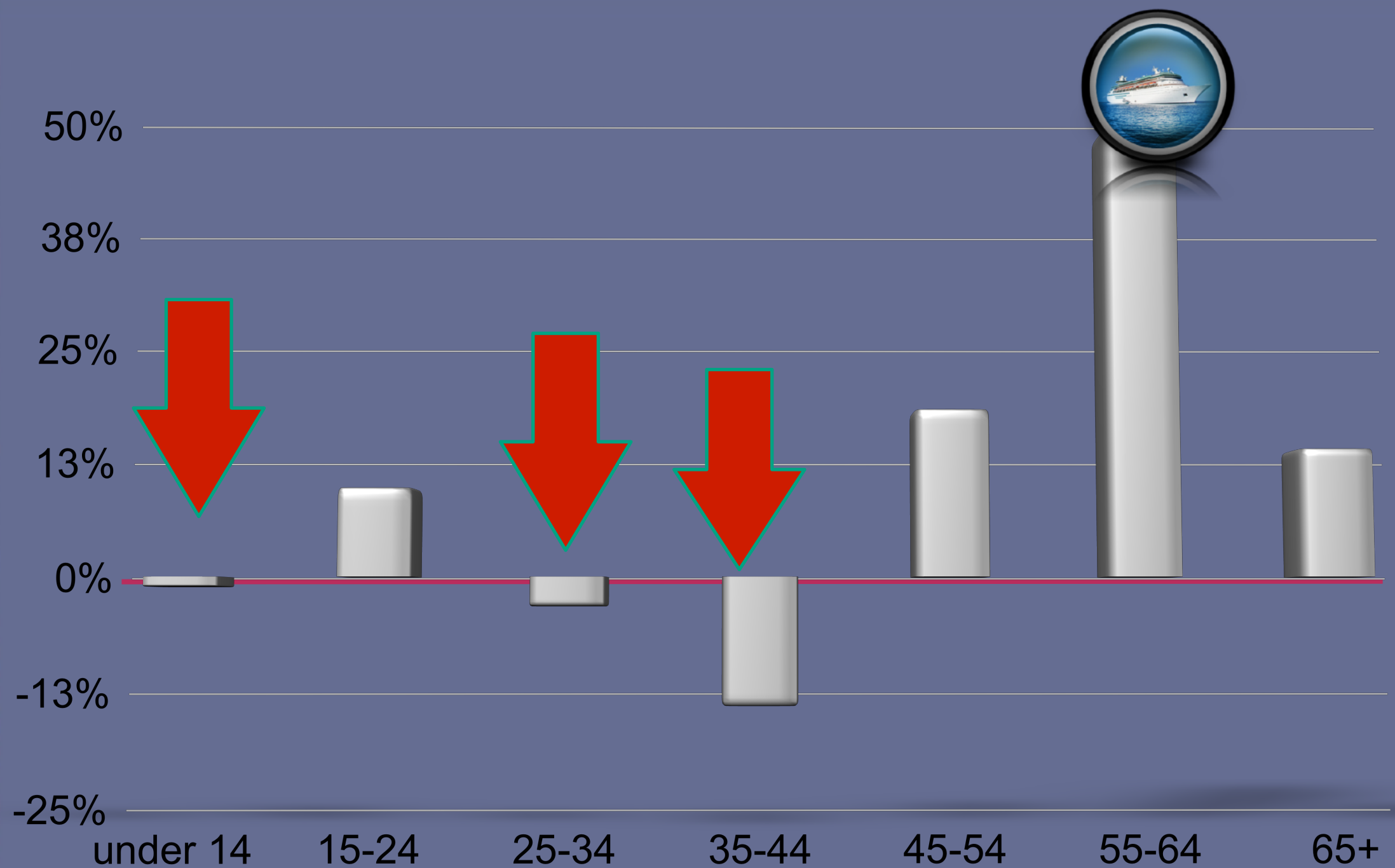




Population Growth 1990-2000

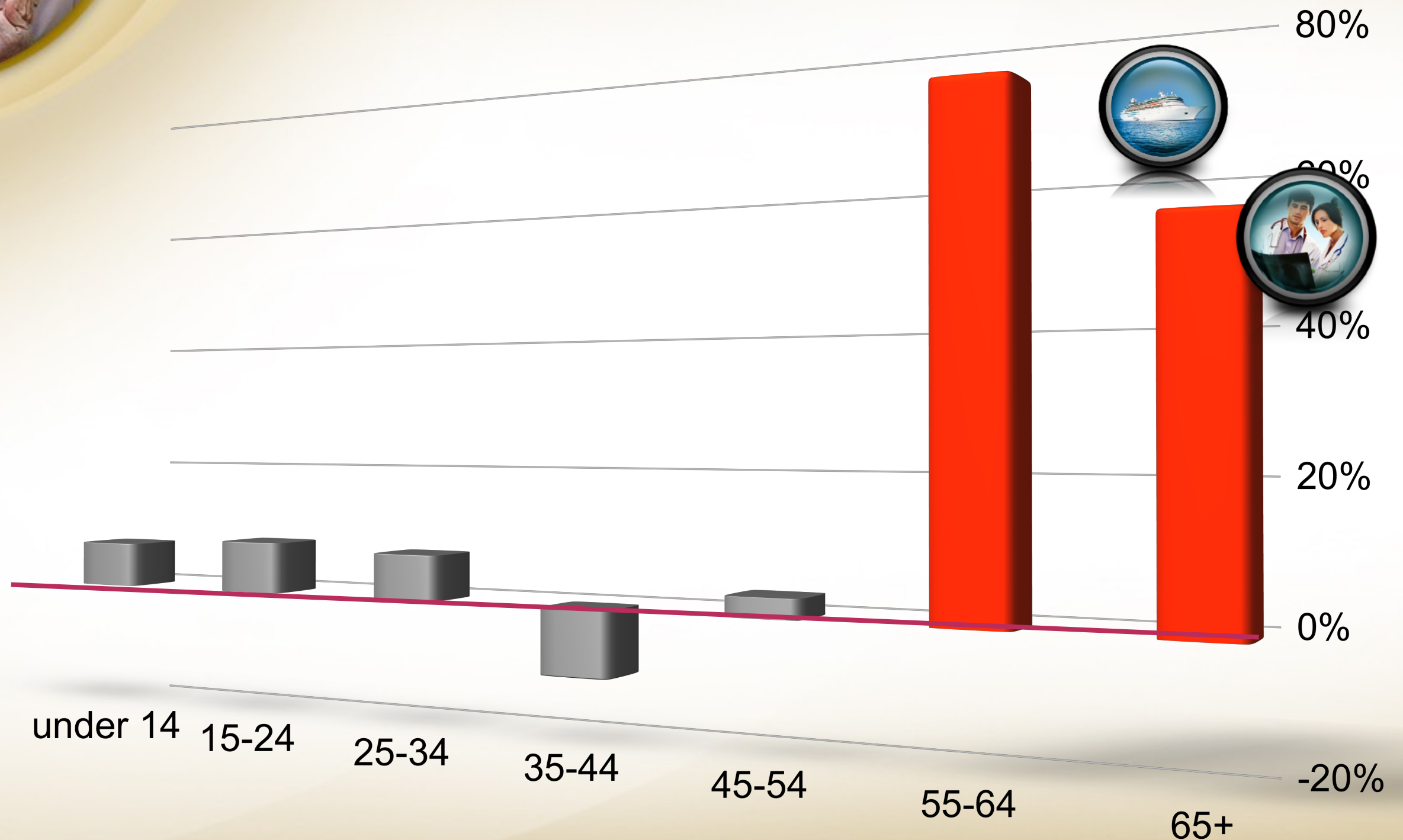


Population Growth 2000-2010





Population Growth 2000-2020





Get to know them



Age

What Generation are you?

- Mature Generation
(1909-1945)
- Baby Boomers
(1946 – 1964)
- Generation X
(1965-1978)
- Generation Y
(1979-1994)
- Generation Z
(Born After 1995)





Mature Generation (1909-1945)

- **Thoughts about them**
 - Duty
 - Sacrifice
- **Major Events**
 - The Great Depression
 - WW II
- **Key influencers**
 - John Diefenbaker
 - Winston Churchill
 - Lester B. Pearson



Mature Generation (1909-1945)

- Loyal
- Strong interpersonal skills
- Like flexitime
- Promotions from tenure, ethical
- Occupy many board positions on federal and provincial lobby groups

Baby Boomers (1946 – 1964)



You are a baby
boomer if you
remember.....



Baby Boomers (1946 – 1964)



- **Thoughts about them**

- Individuality, “Me” Generation

- **Major Events**

- Vietnam War
- 67 Centennial Year
- The Cold War

- **Key influencers**

- Bill Gates
- Pierre Trudeau
- Brian Mulroney
- Oprah Winfrey

Baby Boomers (1946 – 1964)



At work

- Evaluate themselves and others based on their work ethic
- Hours worked more important than productivity
- Believe teamwork is critical to success
- Believe relationship building is very important
- Expect loyalty from those they work with

Generation X (1965-1978)

- **Thoughts about them**

- Skeptical
- Reluctant
- Self Sufficient
- Loyal employees

- **Major Events**

- Fall of the Berlin Wall
- The Gulf War
- The PC boom

- **Key influencers**

- David Beckham
- MTV
- The cast of *Friends*



Generation X (1965-1978)

At work

- Shun do-or-die Boomer work ethic
- Want open communication regardless of position, title or tenure
- Respect production over tenure
- Value control of their time
- Look for a person (not a company) in whom they can invest loyalty
- Rely on peer-to-peer referrals more than any other generation



Generation Y (1979-1994)

- **Thoughts about them**

- Coddled
- Idealistic
- Most managed generation ever

- **Major Events**

- 9/11 Terrorist Attack
- Cell phone revolution
- Internet boom

- **Key influencers**

- Justin Timberlake
- Paris Hilton
- TMZ



Generation Y (1979-1994)

At work

- Search for the individual who will help them achieve their goals
- Want open, constant communication
- Want positive reinforcement from their boss
- Find working with someone of the Mature generation easy to do
- Search for a job that provides great, personal fulfillment
- Are searching for ways to shed the stress in their lives



Boomers

X&Y-Generation



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2018

Bring About What You Think About

**How to make 2018/19
your best year ever**

**BRING ABOUT
WHAT YOU
THINK ABOUT**

Harness the Power of Your Mind and
Create the Life of Your Dreams

Eddie LeMoine



It all started at the
Old Triangle Pub.....

THE OLD TRIANGLE HALIFAX



Changes



OUR CLIENTS

Changes



My Research

Science

Psychology

Unexplainable



WHERE IS YOUR ATTENTION?



“Whatever you focus your “*attention*” on and “*energy*” towards you “Bring” into your life.”

HEALTH
CAREER
RELATIONSHIPS





“Your secret internal conversations are slowly shaping your destiny”



What is attention?

“Your secret internal conversations are slowly shaping your destiny”

Thoughts

“Sow a thought, reap an action”



“Your secret internal conversations are slowly shaping your destiny”

Thoughts

Habits



**“Sow a thought,
reap an action
Sow an action,
reap a habit**

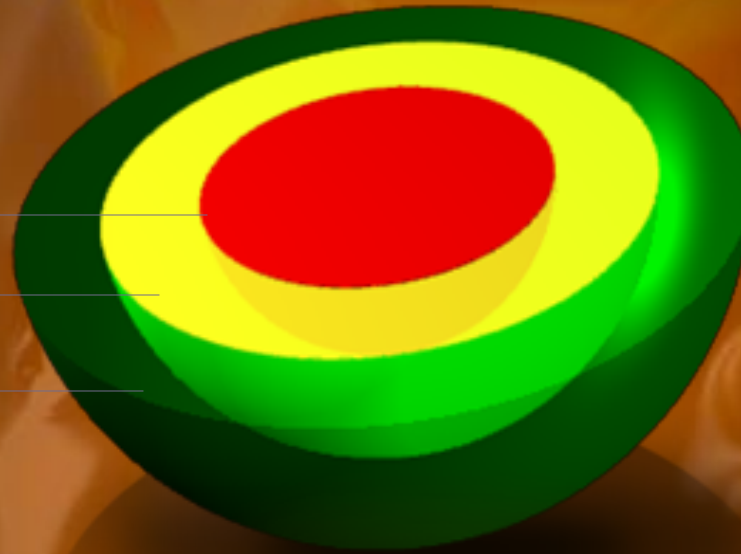


“Your secret internal conversations are slowly shaping your destiny”

Thoughts

Habits

Character



**“Sow a thought,
reap an action
Sow an action,
reap a habit
Sow a habit,
reap a character**



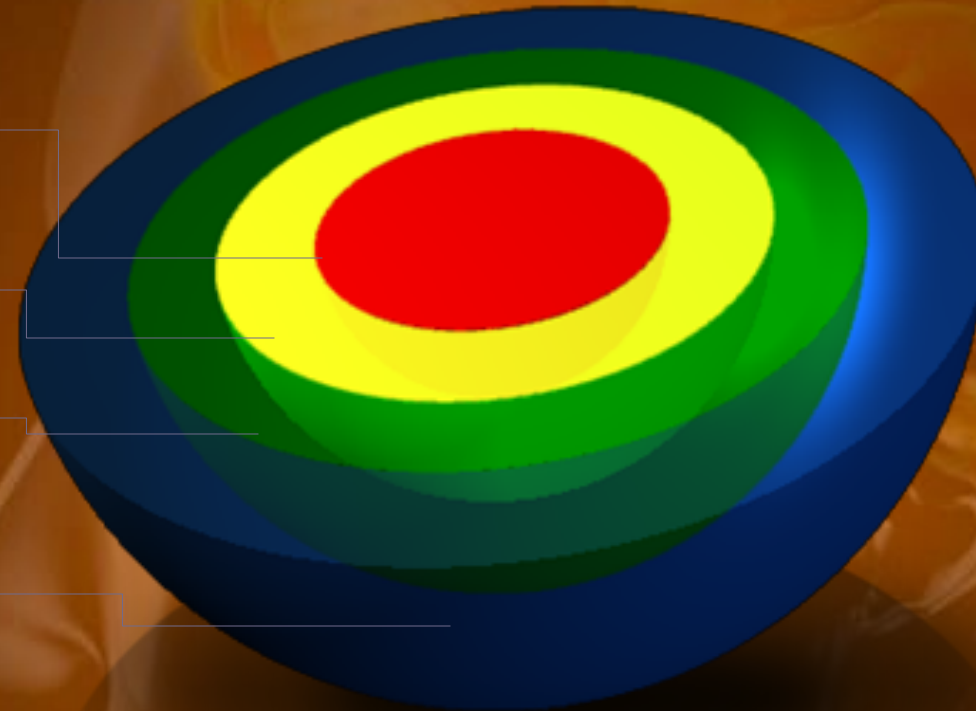
“Your secret internal conversations are slowly shaping your destiny”

Thoughts

Habits

Character

Destiny



**“Sow a thought, reap an action
Sow an action, reap a habit
Sow a habit, reap a character
Sow a character, reap a destiny
“**

– Samuel Smiles





THANK YOU

HAVE A WONDERFUL WEEK!