



DAYS
Empowering people

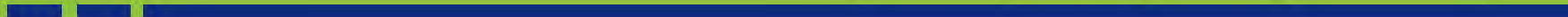
HOW GENERATION Y + Z WILL INFLUENCE THE FUTURE OF ORGANIZATIONS

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how generation Y + Z
will influence the

FUTURE OF ORGANIZATIONS



these are

MY PARENTS



this is
ME



this is
MY DAUGHTER





who
ARE
they ?





Generation Y
1980-1995

Generation Z
1996-2007



what's

THE WORLD LIKE
they grew up in?



how do THEY LOOK AT the world?





individual



individual



life owes me



individual



life owes me



technology





individual



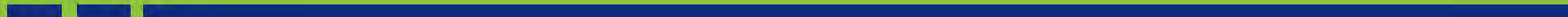
life owes me



technology



network





individual



life owes me



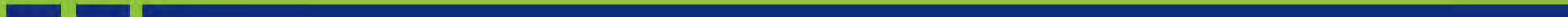
technology



network



work-life blending





individual



life owes me



technology



network



work-life blending



life will be good

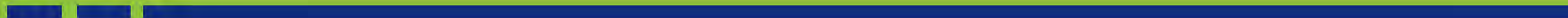


how will
THIS AFFECT
organizations?





end of loyalty





end of loyalty



motivation by
making sense



end of loyalty



motivation by
making sense



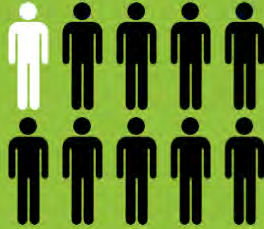
education



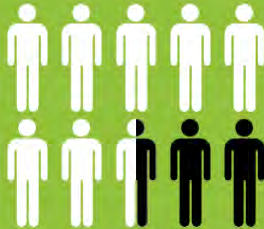
end of
LOYALTY



2008



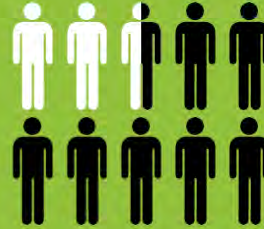
10%



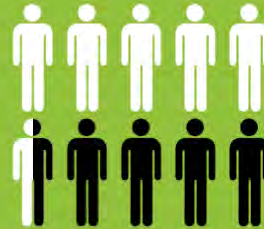
75%



2011



25%



54%

>6 employers

>2-5 employers

THE WAR FOR TALENT



THE WAR FOR TALENT
is over. Talent has won.



motivation

BY MAKING SENSE





leadership by
trust





leadership by
trust



big picture



leadership by
trust



big picture



feedback





leadership by
trust



big picture



feedback



transparency





leadership by
trust



big picture



feedback



transparency

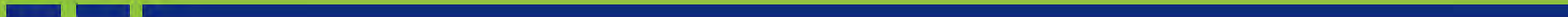


job must
make sense





EDUCATION





undereducated



undereducated



hiring from
outside



undereducated



hiring from
outside



hiring from
own country

personal development



65%

reputation



36%

position



24%

salary

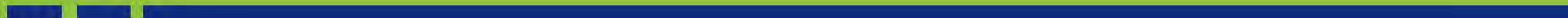


21%

Most influencing
FACTORS FOR
taking a job



ONE GENERATION?





ONE GENERATION.



More differentiated than ever.





FLEXIBILITY



working
hours



working
hours



working
place





working
hours



working
place



project
orientation





working
hours



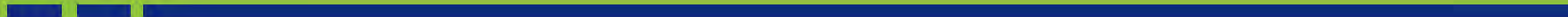
working
place



project
orientation



career
paths





working
hours



working
place



project
orientation



career
paths



education
measures





working
hours



working
place



project
orientation



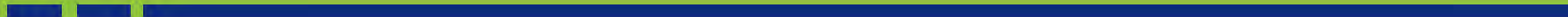
career
paths



education
measures



individual
benefits



generation Y + Z **WILL**
influence your organization.





HOW ARE YOU
going to change?
