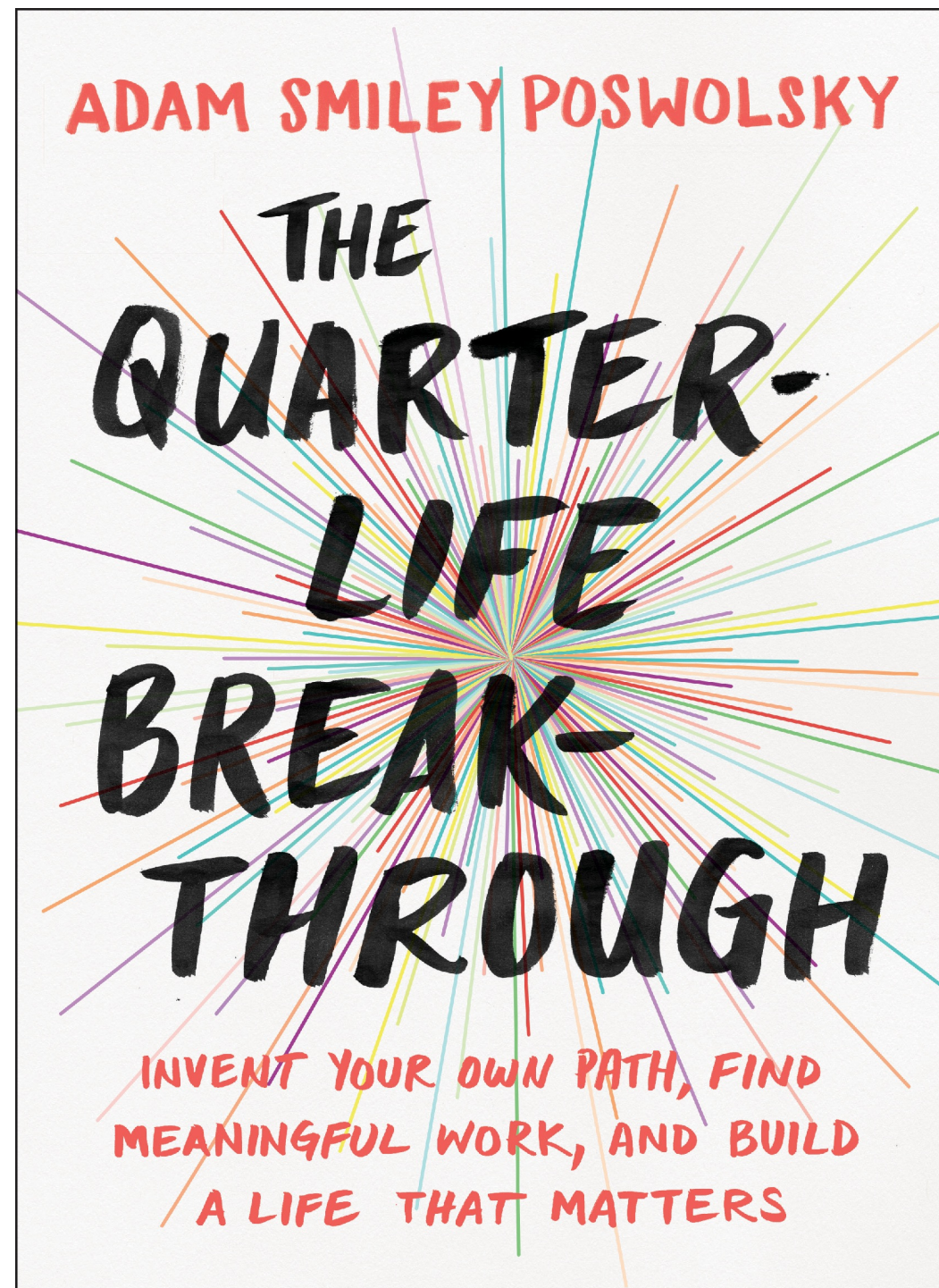


THE FUTURE OF MEANING IN THE WORKPLACE

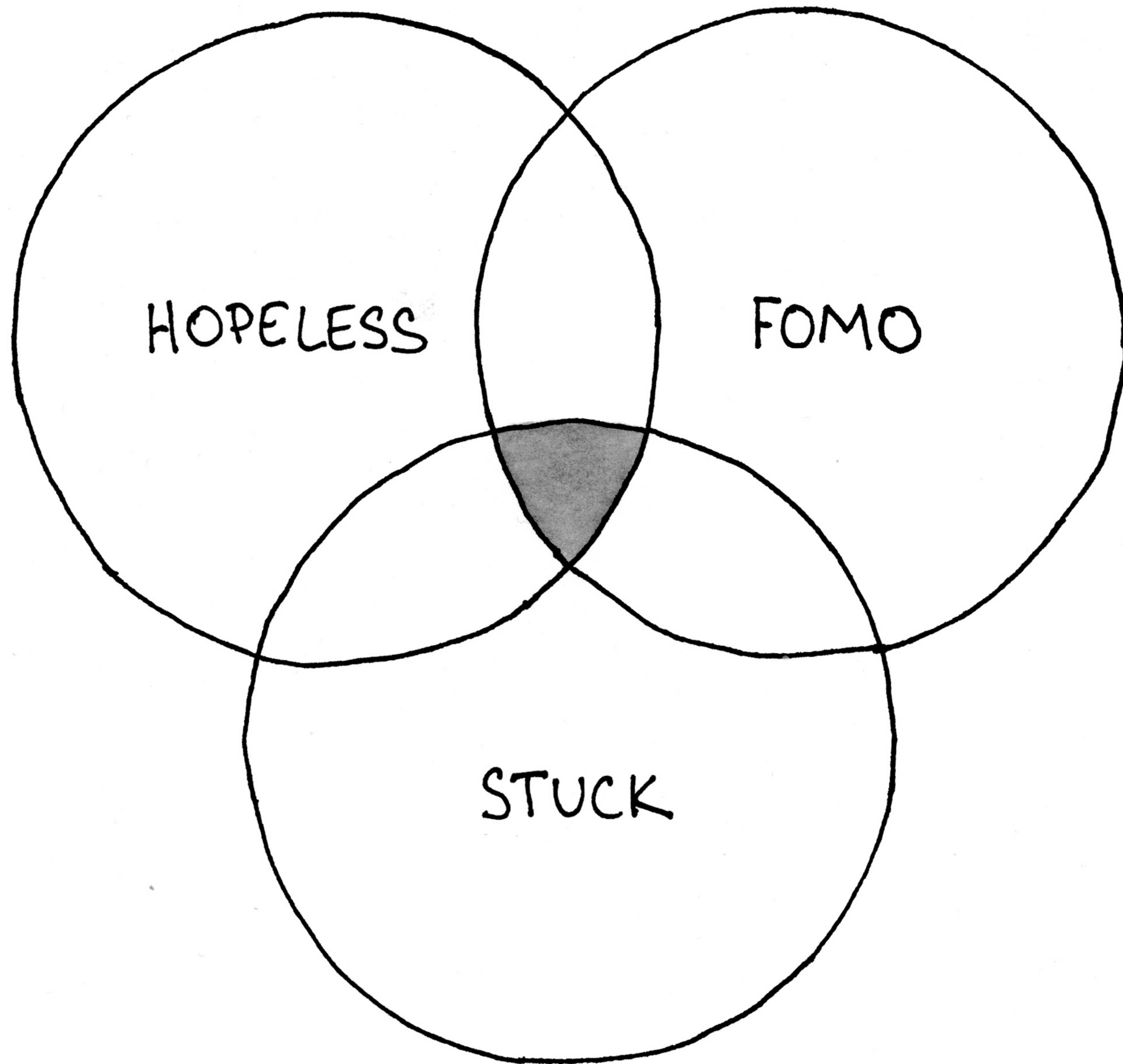


@whatsupsmiley



ADAM SMILEY POSWOLSKY
SMILEYPOSWOLSKY.COM

70%



FIND BELIEVERS

[illegible]

WE ARE NOT THE

“ME ME ME”

GENERATION

PURSUE MEANING

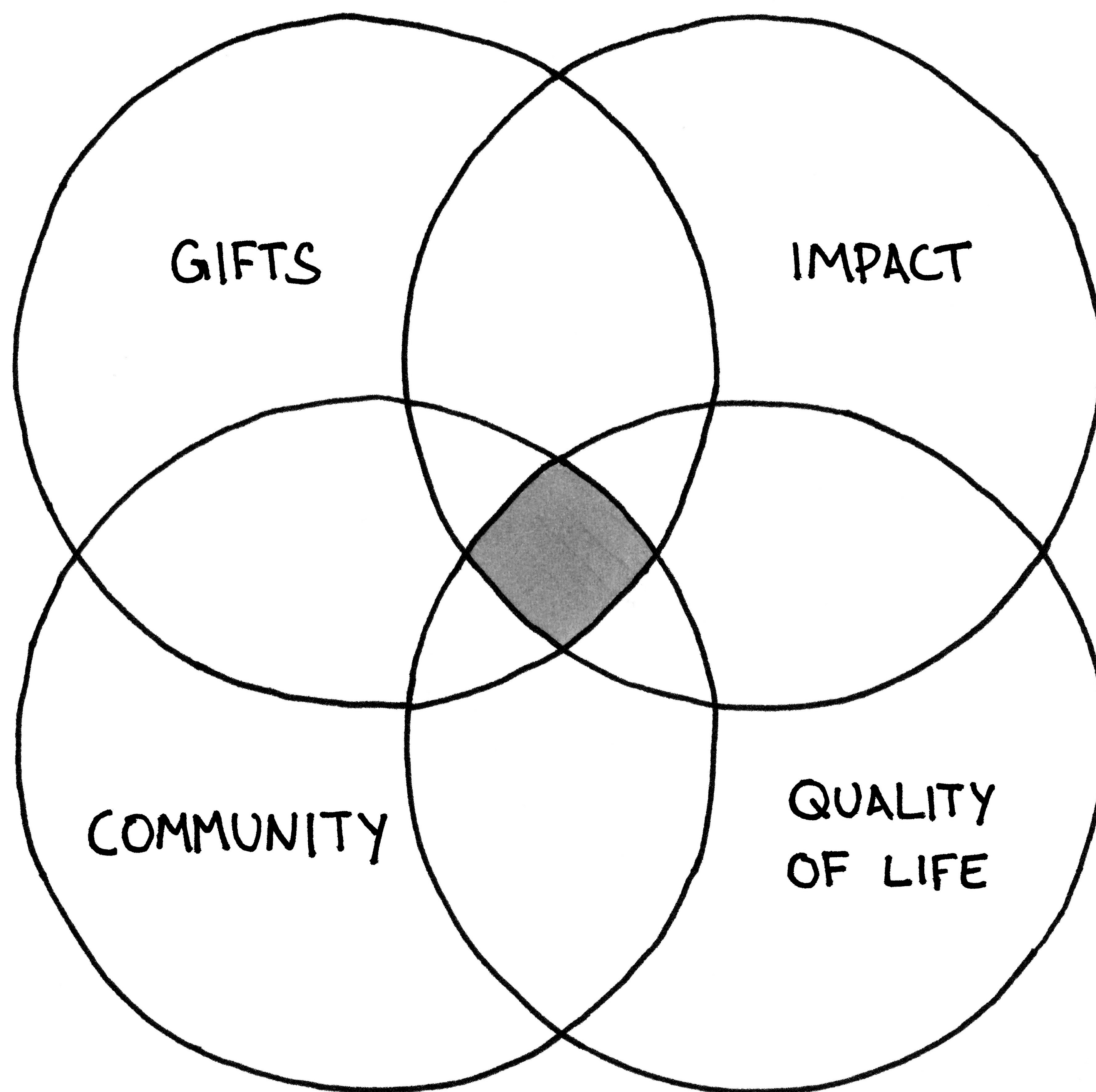
“Being human always points, and is directed, to something or someone, **other than oneself**—be it a meaning to fulfill or another human being to encounter.

The more one forgets himself— by giving himself to a cause to serve or another person to love—the more human he is.”

-Viktor Frankl

MEANINGFUL WORK

reflects who you are
and what your interests are,
allows you to share your gifts
to help others,
provides a community of believers that will support
your dreams,
and is financially viable
given your desired lifestyle.



EXERCISE:

MILLENNIALS ARE...

THE WORST

WHAT MILLENNIALS REALLY WANT

- Not just a paycheck → **PURPOSE**
- Not job satisfaction → **PERSONAL DEVELOPMENT**
- Not a boss → **A COACH**
- Not annual reviews → **FREQUENT FEEDBACK AND ONGOING CONVERSATIONS**
- Not fix weaknesses → **DEVELOP STRENGTHS**
- Not just a job → **IT'S MY LIFE**

ENOUGH

ABOUT

MILLENNIALS

MILLENNIALS, GEN-X, BOOMERS

- Make a positive impact on org
- Help solve social and environmental challenges
- Work with a diverse group of people
- Work for an org among best in my industry
- Do work I'm passionate about
- Become an expert in my field

EMPLOYEE ENGAGEMENT

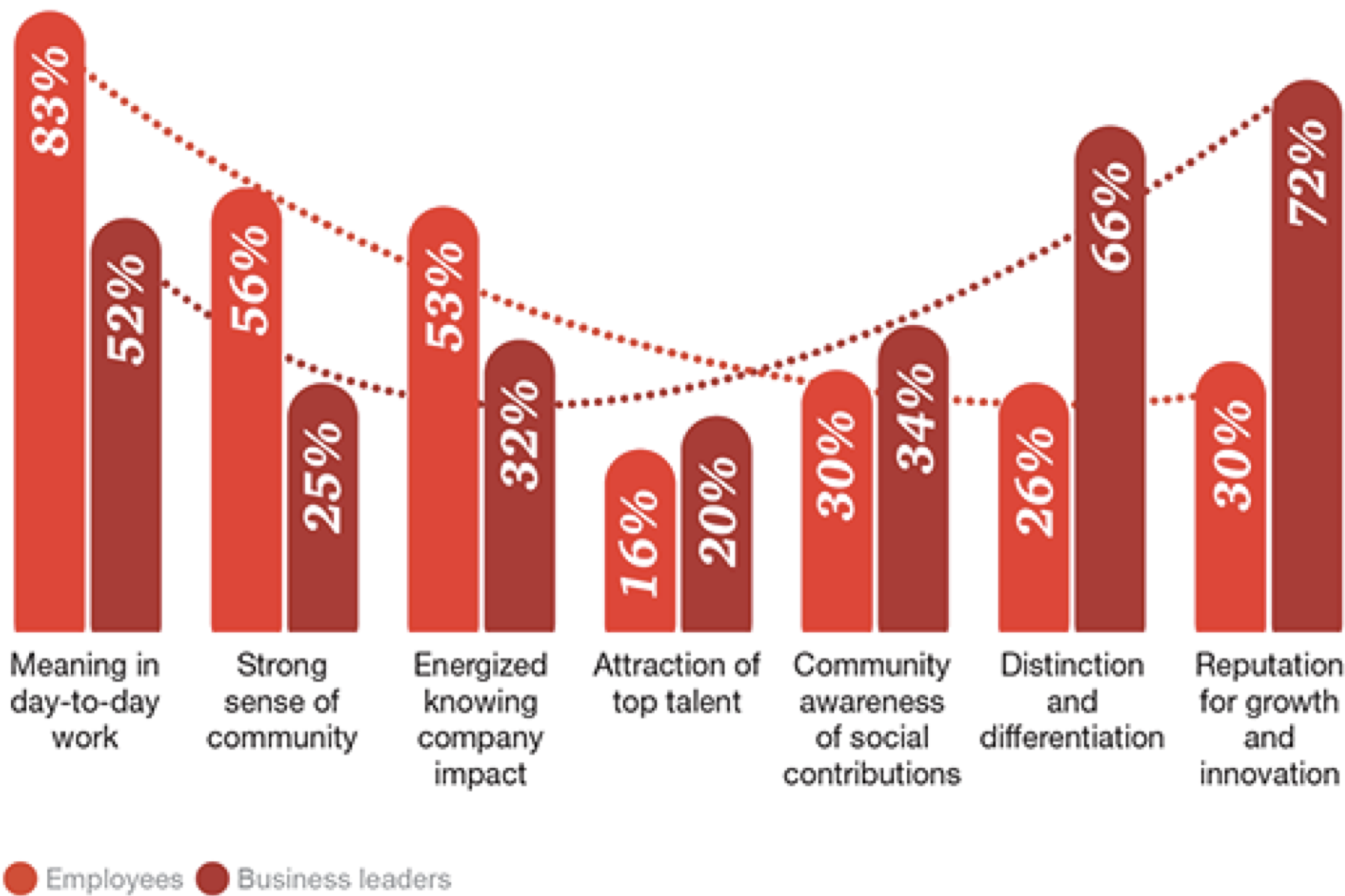
- Purpose
- Value
- Renewal
- Focus

**PURPOSE IS
CROSS-GENERATIONAL**

EMPLOYEES WANT MEANINGFUL WORK

Value of purpose in the workplace

(Percentage ranking in their top 3 priorities)



Q2b for employees: How important are each of the following to you in your current job?
Q4 for business leaders: When communicating your organization's purpose, which of the following are the most important results?
Bases: 1,510 full and part-time employees and 502 business leaders in 39 industries around the US.
Source: PwC's *Putting Purpose to Work* Survey

**VALUE TALENT
THROUGH COACHING
AND MENTORSHIP**

AVG. MILLENNIAL'S JOB = 2-3 years

AVG. JOB TENURE = 5 years

12% OF GEN-Z
30% OF MILLENNIALS
EXPECT TO STAY
+5 YEARS

**70% OF MILLENNIALS
IN SENIOR MGMT WOULD
CONSIDER SHORT-TERM
CONTRACTS**

65% OF TODAY'S KIDS
WILL END UP IN JOBS
THAT HAVEN'T BEEN
INVENTED YET



ALWAYS BE LEARNING

ALWAYS BE TEACHING

RE-INVENT YOUR CAREER

**“Managing millennials
is **nurturing** millennials.”**

- Esther Perel

**HR IS THE NEW
LIFE COACH**

CULTURE

IS EVERYONE'S JOB

TREAT CULTURE

LIKE A

PRODUCT

**The main reason people leave a job
is to go to a firm with a better
company culture.**

- Glassdoor

TREAT CULTURE LIKE A PRODUCT

VALUES

- INCLUSION
- OPEN COMMUNICATION
- COLLABORATION
- HONESTY + COMPASSION
- MINDFULNESS
- HEALTHY WORK-LIFE BALANCE



PROGRAMS

- DIVERSITY RECRUITMENT
- EMPLOYEE RESOURCE GROUPS
- ROADMAP GOAL-MAPPING WEEK
- LIFE COACH
- MANDATORY MINDFULNESS TRAINING
- HEALTHY FOOD, YOGA CLASSES, CUSTOMIZE YOUR WORKSPACE



WORK
IS THE NEW
GRAD SCHOOL

@whatsupsmiley

EMPLOYER

=

EDUCATOR

70% of those who stay +5 years, say org is strong provider org of education and training
Source: Deloitte Millennial Survey (2018)

INVEST IN
GEN-X

NEXT GEN TALENT NEEDS

Interpersonal skills
Confidence
Ethics/integrity
Critical thinking
Innovation + creativity

“THE PERFECT TEAM” AT GOOGLE

- 1. Psychological safety:** Team members feel safe to take risks and be vulnerable in front of each other
- 2. Dependability:** Team members get things done + meet Google's high bar
- 3. Structure & clarity:** Team members have clear roles, plans, and goals
- 4. Meaning:** Work is personally important to team members
- 5. Impact:** Team members think their work matters and creates change



**CREATE CO-LEADERSHIP
OPPORTUNITIES**

HARNESS WISDOM OF BABY BOOMERS

Inter-generational conversations

&

GIVE EARLY TALENT A PLATFORM

Millennial Corps

CHANGE MILLENNIAL ETIQUETTE

Establish clear workplace expectations

&

EMPOWER MILLENNIALS

Give young employees a voice

CHANGE MILLENNIAL ETIQUETTE

- **Show up on time**
- **Use proper language in email + verbal communication**
- **Don't ask for a promotion on your 3rd day**
- **Respect your managers and elders**
- **Be humble, patient, and team-oriented**
- **Add value before asking for favors**

The average employee checks
40 websites a day,
switching activities **37 times** an hour,
changing tasks every **2 minutes.**

**FOSTER IN-PERSON
CONNECTION**

MAKE
DIVERSITY A REALITY
NOT A PRIORITY

Those working for diverse companies more likely to stay 5+ years (70% to 30%)
Source: Deloitte Millennial Survey (2018)

RE-IMAGINE THE SENIOR STAFF MEETING

“STAY” INTERVIEWS

NOT EXIT INTERVIEWS

**PERFORMANCE MGMT
IS ABOUT PEOPLE
NOT KPIs**

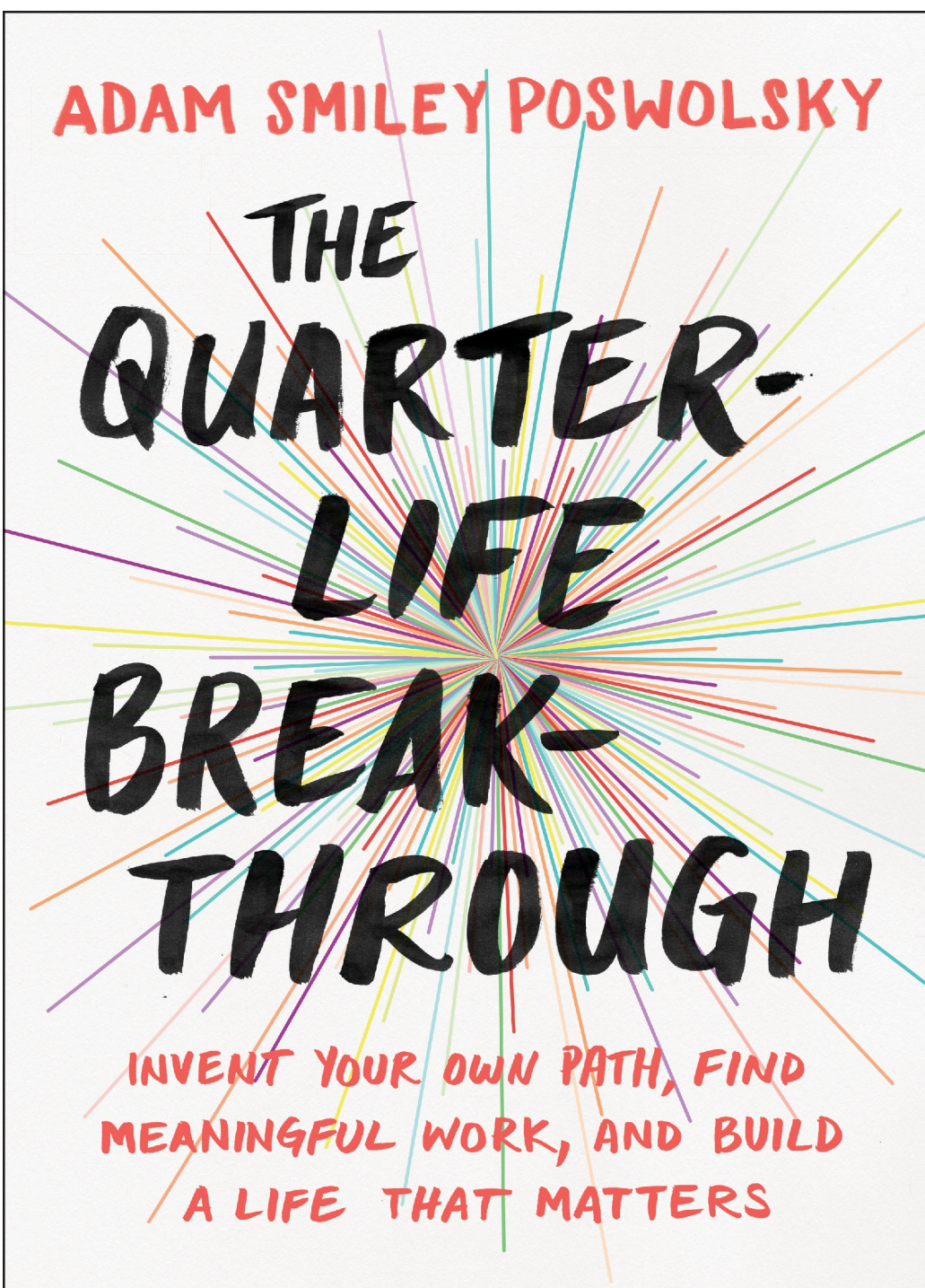
MAKE THE ASK

WE ARE THE

PURPOSE

GENERATION

THE FUTURE OF MEANING IN THE WORKPLACE



@whatsupsmiley



ADAM SMILEY POSWOLSKY
smileyposwolsky@gmail.com
SMILEYPOSWOLSKY.COM



Recording

[Click here for the audio recording.](#)