

# Next Generation Leadership

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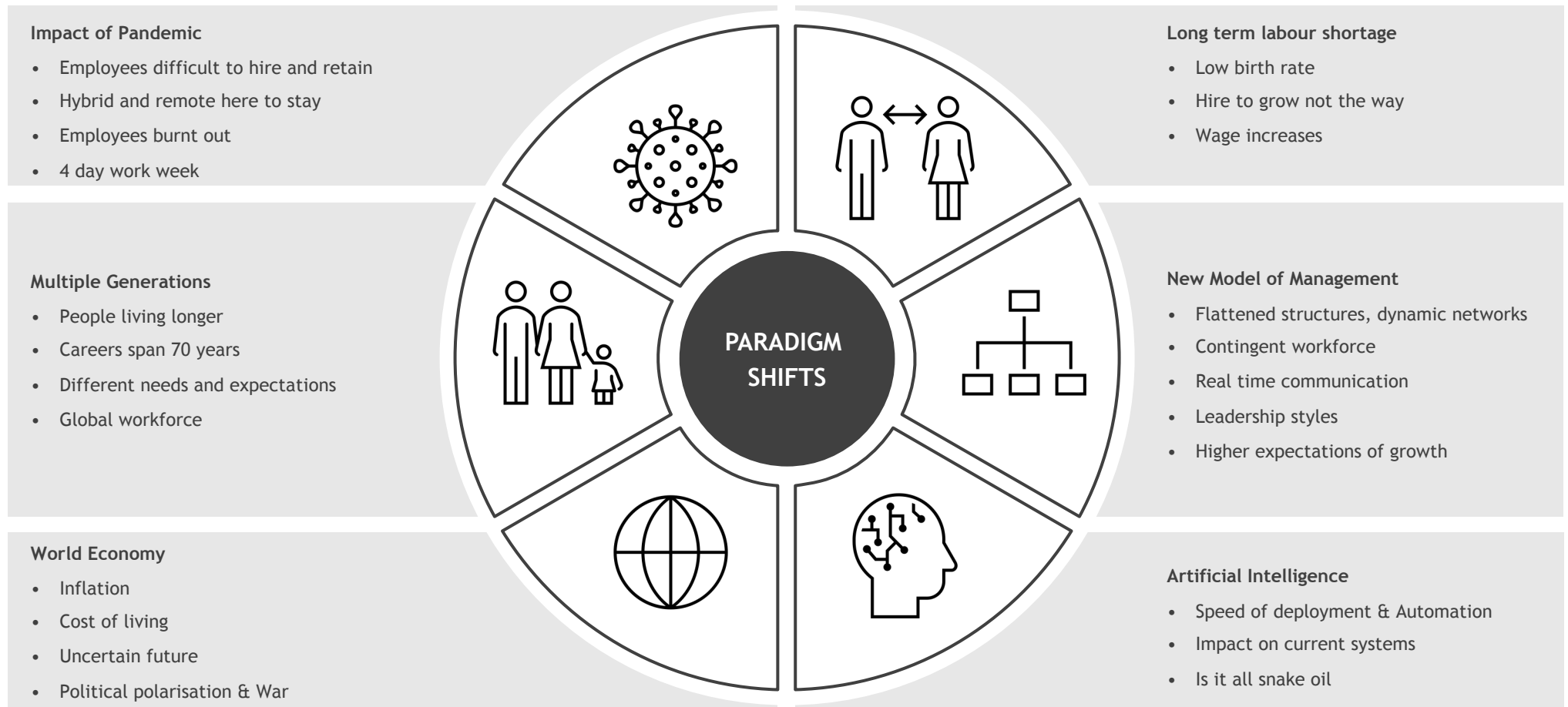
12<sup>th</sup> June 2024

In partnership with BDO EATON SQUARE



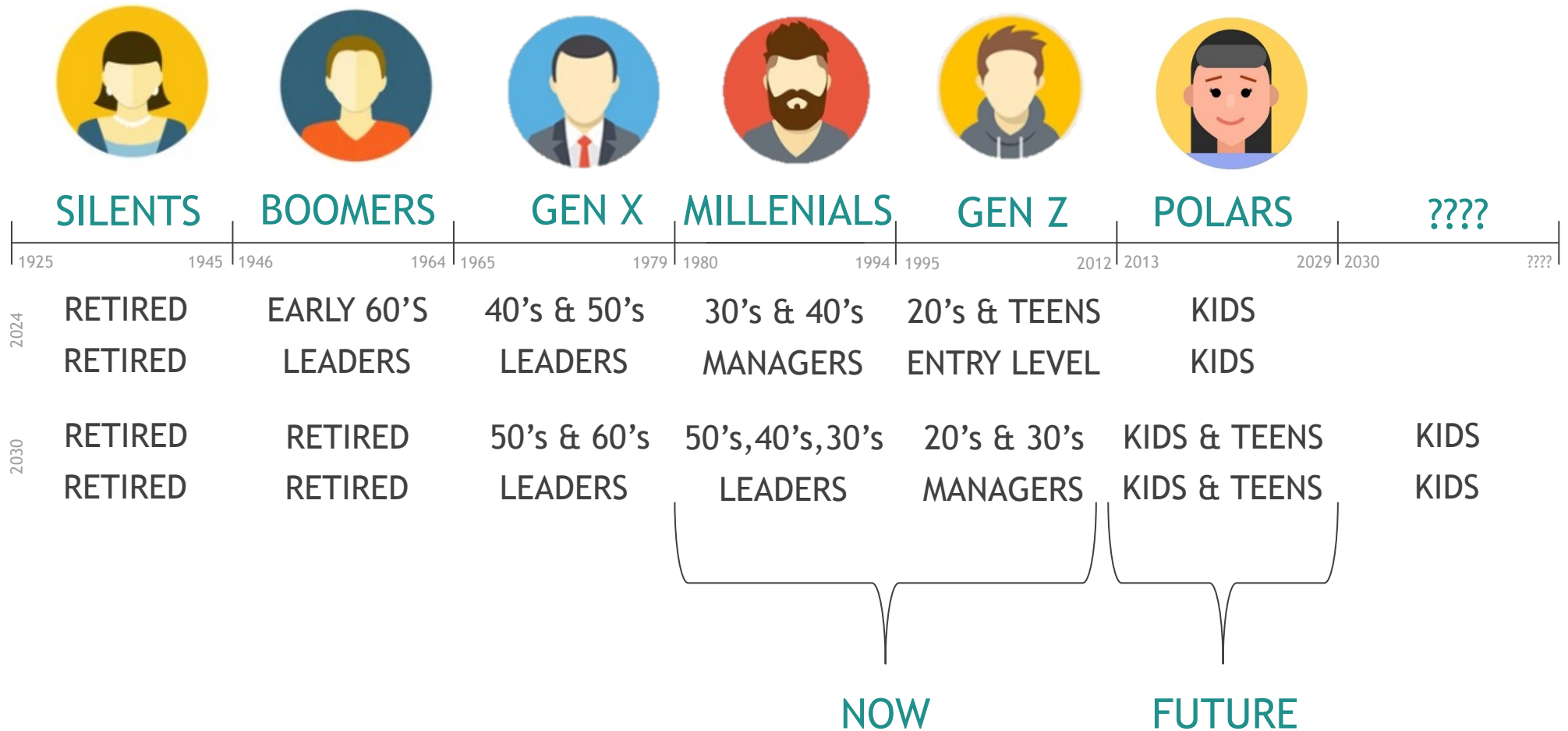
# PARADIGM SHIFTS IN THE WORKPLACE

We have never been here before



# THE CURRENT & FUTURE GENERATIONS

Where do we need to concentrate?



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# PROBLEMS COMPANIES ARE FACING

Mass generalisation

BOOMERS



COVIDEERS

Flexibility, great pay and less stress

GEN X



AVOCADO ENTITLED BUNCH

Work life balance, fair pay and value alignment

MILLENIALS

GEN Z






THE CONSCIOUS PESSIMISTS

Worthwhile to society, helping others & Authentic Selves

POLARS

# PROBLEMS COMPANIES ARE FACING

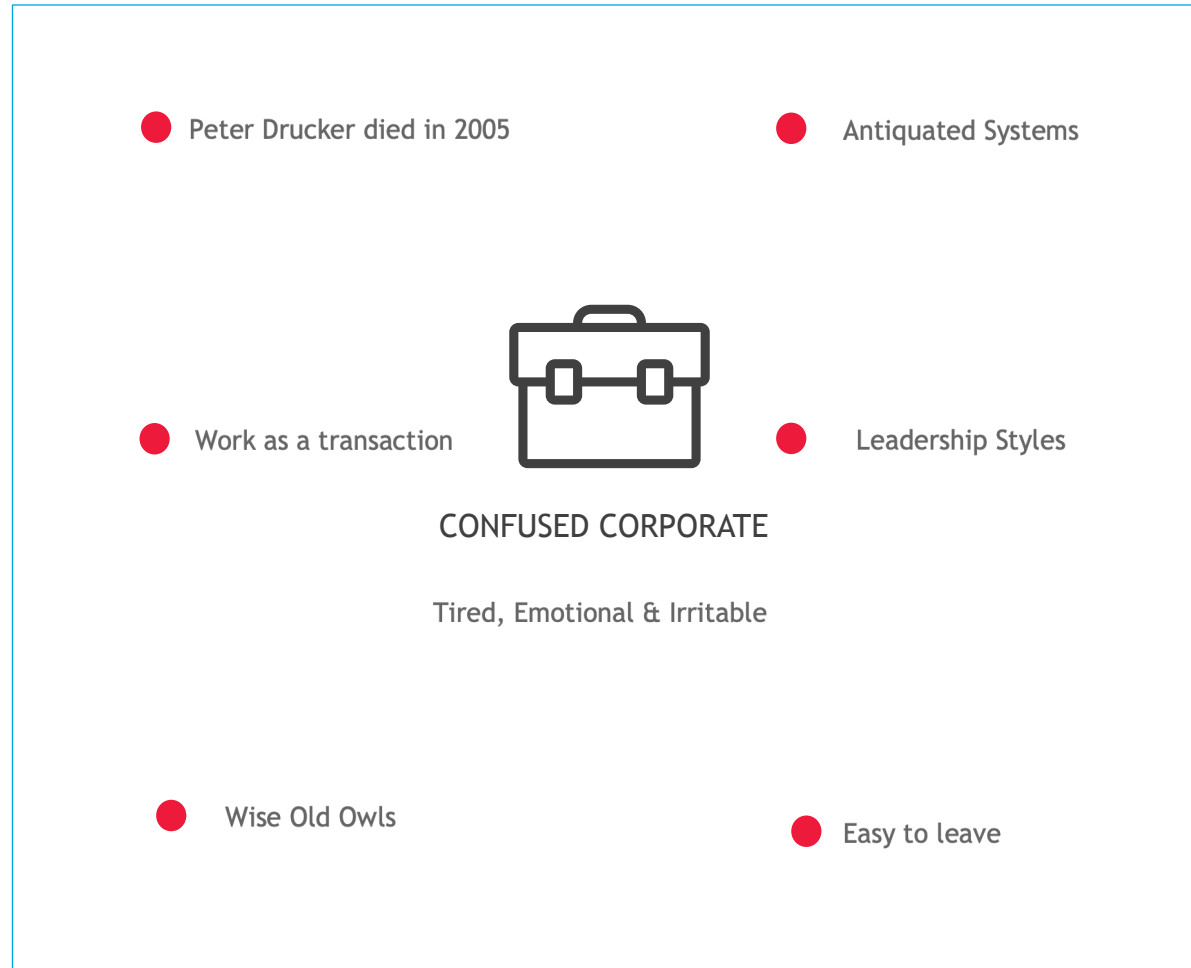
## Problems & Solutions

	CHARACTERISTICS	PROBLEMS	SOLUTIONS
BOOMERS	 <p>COVIDEERS</p> <p>Flexibility, great pay and less stress</p>	<ul style="list-style-type: none"> <li>● People taking the mick</li> <li>● Underlying Problems - Stress</li> <li>● Keeping up with the Jones</li> <li>● You're not that important</li> </ul>	<ul style="list-style-type: none"> <li>● Genie is out of the bottle</li> <li>● Beyond Work</li> <li>● Skills Mapping &amp; Mobility</li> <li>● Flexibility through performance</li> </ul>
GEN X			
MILLENNIALS	 <p>AVOCADO ENTITLED BUNCH</p> <p>Work life balance, fair pay and value alignment</p>	<ul style="list-style-type: none"> <li>● Rear View Mirror</li> <li>● Bad Parenting</li> <li>● Instant Gratification</li> <li>● Technology</li> </ul>	<ul style="list-style-type: none"> <li>● Fair pay &amp; Work Life</li> <li>● Praise &amp; Progress</li> <li>● Clear Expectations</li> <li>● Management Training</li> </ul>
GEN Z	 <p>THE CONSCIOUS PESSIMISTS</p> <p>Worthwhile to society, helping others &amp; safety</p>	<ul style="list-style-type: none"> <li>● Authentic Selves &amp; Equality</li> <li>● Worthwhile to Society, Helping Others</li> <li>● Pessimistic &amp; Depressed</li> <li>● Everything is online</li> </ul>	<ul style="list-style-type: none"> <li>● Reassurance &amp; Structure</li> <li>● Everything is Political, no silence</li> <li>● Safe Spaces &amp; Whole Life</li> <li>● Flexibility</li> </ul>
POLARS			

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# LETS NOT FORGET ABOUT YOU LEADERS

We need to change our ways



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## THE NEW EQUATION: NET BETTER OFF

A new model for sustainable performance

INDIVIDUAL NEEDS.



PROFESSIONAL NEEDS.

+

ORGANISATION HEALTH.



EMPLOYEE ASKS.

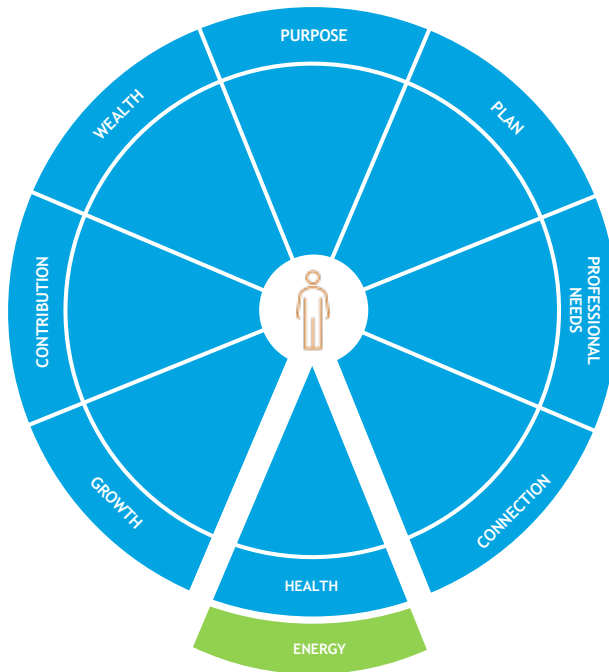
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**NET BETTER  
OFF**

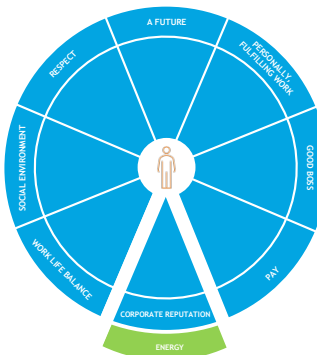
# THE NEW EQUATION: NET BETTER OFF

A new model for sustainable performance

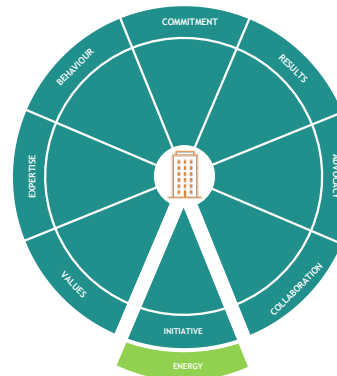
## INDIVIDUAL NEEDS.



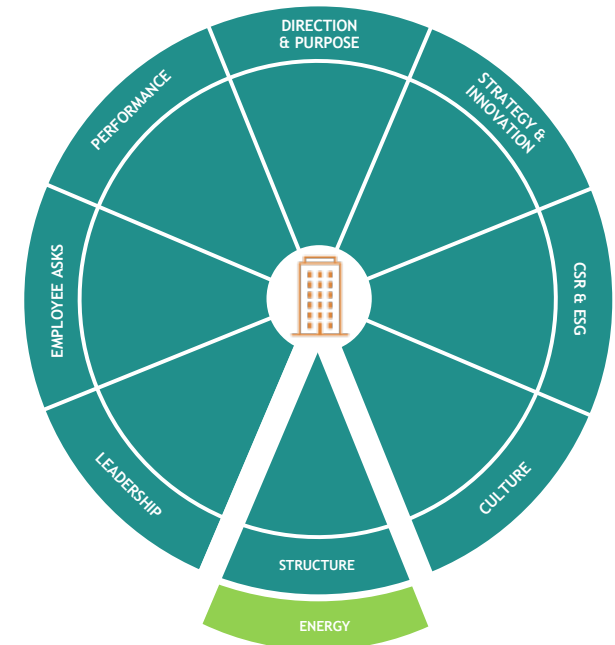
## PROFESSIONAL NEEDS.



## EMPLOYEE ASKS.



## ORGANISATION HEALTH.



INDIVIDUAL NEEDS.

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ORGANISATION HEALTH.

EMPLOYEE ASKS.

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**NET BETTER OFF**



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# Not Another HR System

We dont do payroll or time and attendance or HR records. We just concentrate on leaving the organisation and individual Net Better Off.

Get demo

## Not another wellness programme.

We dont do meditation or head massages. We concentrate on the individuals career, things that actually matter.