



Will Future Leaders Exercise Power or Gain Authority?

Western Mechanical Conference
April, 2019
Bacara Resort

Examples of Generation Z Slang

Hello, how are you?

Friend

Family

It was a fun event.

I'm about to leave.

Those are some neat shoes.

My team lost.

He seemed upset.

He seemed really upset.

I like this music

I'm not lying.

That's interesting.

I agree.

Excuse me?

SUH

FAM

FAM JAM

Dude this Fest was Lit!

I'm finna dip set.

Them kicks are dripping!

Dudes took an L.

He's little mad.

He's big mad.

That's a BOP.

No CAP.

Weird flex but that's okay.

Yee Yee

Yeet

Examples of Generation Z Slang

Yeet is Yeet! You know, it's like when FAM comes slipping in with their dripping swag, jamming to some sick BOP. And no CAP man, you know these facts are about to be freshed to death. I'm not begging out that big a response, Yeet? But, I see you're not getting it and that's a weird flex but that's okay, you're FAM JAM.



Living Life on Wednesday Nights

University of Cincinnati

Professor Greg Sizemore

Visiting Professor Richard Barnes



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Living Life on a Saturday Morning

With Richard Barnes
Maples Plumbing
Eureka, California

About Us

Senior Engineering Students Final Semester
Senior Business Students – 4 MBA Students
Apprentices – UA Local 290

- Centennial Generation – Gen Z
- Born between 1996 and 2012
- 93% receive their news on Social Media
- 40% Consider themselves as Liberal or Progressive
- 38% Consider themselves as Conservative
- 22% Consider themselves as Independent
- 91% Expressed a desire to lead.
- 72% Believed that leadership is empowerment of others.

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- They have a keen understanding of competition but 55% support some form of socialism.
- They claim they have not experienced economic prosperity as you and I know it.
- They watched their family struggle during the last economic downturn when they were 7-8 years old.
- Now facing mounting debt from college.
- 52% are working and going to school.

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- Some of us have already accused this generation, following the Millennial generation, as lazy and entitled to everything.
- Some have labeled them as narcissist and trophy kids.
- I found just the opposite. They don't differ from any other generation in what they want, it's just that they grew up differently with the world at their fingertips thanks to technology which we provided.
- Some learned to swipe before they could speak.

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- They're not looking for that Google employment dream of rest areas, emotional support animals and safe spaces.
- They understand hierarchal leadership structures but they're not always pleased with them.
- They're searching for a different culture. One that matches their values and if they don't find it, this generation will move on to another employer.
- Are you an authoritarian or do you inspire and engage?
- CPMCA and DC16 Strategic Planning.

Our Question

Mr. Barnes, thank you for being with us again tonight. We have a dilemma! This institution teaches everything but leadership. We don't know where to go to really learn about that subject. That's why we're all here tonight. With today's technology we research the internet at the instruction of our professors but we're often left with confusion at the vast amount of information available and how it differs from one article to another.

As students we are empowered by an internet that has rapidly evolved into a social medium and skewed by politics. As an example, one of my professors calls it a medium that supports massively distributed collaboration on a global scale. What does that mean? What does that mean for leadership? We hope you can help us make sense of it all. What will our leadership look like in the future?

1. Our Ideas – Exercising Power or Gaining Authority?

Many of us have worked in an abusive leadership climate. We want to aspire to and we want our leaders to **Gain Authority rather than Exercising Power.**

Exercising Power - Cynical, mistrustful of employees, pessimistic, constantly on the lookout for some ulterior motive, stoic, distant, cold, unsupportive, overly dramatic, gives lip service to problems, no patience and unable to make decisions.

1. Our Ideas – Exercising Power or Gaining Authority?

We're looking for **intellectual authority**

Authority that prevails by virtue of good reasoning. (not coercion or established convention)

Someone who leads with power can dictate compliance but they can't dictate optimism, trust, conviction, creativity, loyalty or commitment.

2. Our Ideas – Foresight

We want our leaders to have the ability to plan for the future (our future). In the school of business we term this “vision” in a management – business context. What an organization wants to achieve or accomplish.

There is a subtle difference in the words vision and foresight.

It was vision that inspired the invention of the automobile.

It was foresight that anticipated traffic jams, accidents and pollution.

Without foresight, we’re apt to steer into the future blindly, unable to visualize the total picture and the possible consequences of our actions.

3. Our Ideas – Coaching and Mentoring

“I need someone to help me unlock my personal potential. Many people tell me I have great potential but no one tells me how to identify it or how to unlock it. In my current job, I’m much more efficient with a coach and mentor – not someone who thinks I need to pay my dues. I once worked for a company where you would get shot down before you could stand up.”

While the world changes rapidly our needs as humans no so much! What used to take weeks now takes hours; what took hours now takes minutes. This is disrupting every established business model.

Amid these new world pressures, these students are turning to some old practices: mindfulness, meditation and something they called digital detox.

4. Our Ideas – Goal Oriented

Last night you asked us what is your idea of goal focused versus results focused leaders?

- Leaders focusing on goals embrace process.
- Leaders focusing just on results tend to want shortcuts.
- Focusing on goals keeps you connected and aware.
- Focusing on results often creates blinders and shuts others out.
- Focusing on goals you learn to be flexible and problem-solve.
- Focusing on results you often become rigid and stubborn.

4. Our Ideas – Goal Oriented

- Goal-oriented leaders are present every step of the way.
- Results-oriented leaders only show up for what they think will get them what they want.
- Goals create positive energy.
- Results only creates anxiety and fear of failure.
- Goals focus you on realistic accomplishment.
- A results only approach seem to be rooted in desire and fantasy.

5. Our Ideas – Collaborative

- In class last night you mentioned collaboration. The definition I found was sharing information, insights, strategies and resources across projects, organizations and sectors leading to increased efficiency and impact. This is what I want, but...
- No Structure – chaotic
- No Alignment – why cracking the challenge matters
- No Diversity in thinking – too often its political
- Effective collaboration requires a different way of behaving and interacting.
- We're born into groups, we live in groups and most of what we accomplish is in groups.

6. Our Ideas – Integrity

- Someone who is honest with a moral compass.
- Mr. Barnes, give us an recent example of your integrity.
- Keep your word
- Keep your commitments.
- Take responsibility.
- Be accountable.
- Respect your staff.
- Do what is right no matter the circumstances.

7. Our Ideas – Be Human

- Be a listener – Listen to understand not to respond.
- Be trusting – change your personal thoughts so other people (employees) are seen as good and honest and are not out to harm or deceive you. Drop the initial suspicion.
- Be humble – After a long discussion this was directed at their idea that you should embrace the attributes of Servant Leadership. Servant leadership inverts the norm. Instead of people working to serve the leader, the leader exists to serve the people.

1. Centennial's Disruptive Response to Our Leadership?

- They indicate a willingness to leave if leadership doesn't meet their standards.
- With the drop in population growth and the exiting of the baby-boom generation, they sense an increase in their value.

2. Centennial's Disruptive Response to Our Leadership?

- They express different needs regarding leadership training.
- They want to develop their careers through a combination of coaching, mentoring and on-line training.

3. Centennial's Disruptive Response to Our Leadership?

- They clearly embrace a flat management structure.
- They indicate frustration with multiple layers of management.
- As leaders they will value a structure where movement doesn't simply go "up the ladder."
- They feel a flat structure facilitates both communication and career development.

4. Centennial's Disruptive Response to Our Leadership?

- They value leaders who seek feedback from all employees.
- To this group, it simply doesn't make sense that only the thoughts and experiences of those in "power" become the sole factors in organizational decision making.

5. Centennial's Disruptive Response to Our Leadership?

- They indicate they'll push back against policies that make no sense.
- As a whole Centennials are willing to comply with and embrace policies that they see as beneficial to the organization.
- However, they are disrupters by nature. If policies make no sense to them they will be quick to challenge them.

6. Centennial's Disruptive Response to Our Leadership?

- As leaders they will seek to empower employees.
- They place great value on being empowered and working in team based environments.
- It should then come as no surprise that they will, as leaders, seek to empower their employees.

7. Centennial's Disruptive Response to Our Leadership?

- They will be like millennials with regard to support, flexibility and work-life balance.
- Self Care
- Convenience
- Time with love ones
- Flexible hours
- Telecommuting
- Location Independence



Q & A

No Cap, This fest has really been lit but with no more questions FAM, I'm finna dip set.



Thank You.

C. Richard Barnes

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