

Advice on Integrating the Next Generation from Our 2016 Referrals



Shari Bjork, *Studio Hive*

“Be clear about your organization’s values as they are the motivator to action and performance.”



Michele Boeder, *Signature Bank*

“The best way to integrate next generation skills and talents is to value them, we need to recognize they are the link to our future and leverage their knowledge and skill sets to help us stay relevant to new generations of clients.”



Bridgid Bonner, *CaringBridge*

“It’s better to be interested than interesting.”



Griff Davenport, *DLR Group*

“As we communicate with and integrate the next generation, we must be clear with expectations, goals, and expected outcomes and confirm their understanding (by the next generation) ... and then get out of the way!!! If we, as the previous generation have to be in the room or have a big voice when all critical discussions or decisions are made, then next generation engagement, integration, development, or learning is not happening for either generation.”



Craig Dexheimer
GTN Shared Services

“It will be important for previous generations to embrace change when it comes to incorporating the ideas and thoughts of the next generation since in the end, a fresh perspective may be exactly what any organization may need.”



Barbara Dunlay, *Siegfried Dunlay*

“Communicate with key messages and not just Twitter-style posts: be brief, be smart, and always be clear.”



Dr. Todd Flanders
Providence Academy

“We must focus anew on character. New skills and talents will always bring new possibilities, but the guiding questions will remain permanent. Are we honest? Are we just? Are we temperate? Do we have courage to serve and do what’s right even when inconvenient? There is a deficit of trust in institutions today that must be addressed. Those who hold next generation skills and those of us who lead them, must reinvest in previous generation wisdom.”



Gregory Hayes
*Shakopee Mdwakanton
Sioux Community*

“Take the time to fully understand the perspectives of the previous generation so you can develop an effective implementation plan to navigate your team to the next level of success.”



Beth Kieffer Leonard, *Lurie, LLP*

“We think back on the vision our founders had, and it guides us forward.”



Lars Leafblad
Ballinger Leafblad, Inc.

“Use social media to celebrate and promote the success of others in your network. It leads to unexpected reconnections and accelerates career serendipity.”



Steve Malin, *TreanorHL*

“Listen, listen, listen... work really hard at understanding not just what people are saying but what they mean. Actively engage in exchanges of information so that you can gain a keen understanding of peoples cares and considerations. If you listen well, what to do next becomes obvious.”



Ryan Meier, *Signature Bank*

“Work hard, never take things for granted, keep reinventing yourself, and surround yourself with trusted advisors.”



Chandler McCoy
M&A Executive Search

“Give them a problem to solve, empower them, offer advice when requested, and let them go...”



David Reiling, *Sunrise Banks*

“Integrating next generation’s skills and talents is about listening and not being resistant to change; their experiences and fresh perspectives are paramount in improving and building on what previous generations have built.”



Angela Riley, *St. Catherine University*

“Never underestimate the skills and abilities of the younger generations, if we listen carefully they have the talent to improve on the solid foundations we have built.”



Dan Rowe, *TreanorHL*

“Talent does not know generational boundaries or gaps. Since the beginning of time it has been present in each generation, and needs only encouragement and space to grow to become valuable and integrated.”



Mike Sanislo, *Computype*

“Develop a global perspective by immersing yourself directly in other cultures from around the world to gain an appreciation for the staggering variety of customer needs, novel solutions, technologies, and business practices that will result in experience that is valuable for creating and executing a differentiated business strategy.”



Sandi Schmiesing
Farm Credit Foundations

“Talent management is a constant – it’s about building a culture that respects and honors what has been and what is, while at the same time realistically analyzing the future and involving your entire team in developing plans to address emerging talent needs.”



Chad Simons
The Leadership Lodge on Sugar Lake

“As a Gen Xer who is sandwiched between the Millennials and Baby Boomers, I’m right in the middle of this spectrum. A deliberate mentoring program can generate huge benefits. Once mentoring is a part of your company’s culture, it ensures the knowledge and history continues from one generation to the next. It also breeds fresh, new ideas and helps create leaders on all levels that see things differently. It’s not all about knowledge transfer, and more about working together, creating relationships that may not exist otherwise, and fostering cross-organizational dialogue.”

OAK RIDGE HOTEL & CONFERENCE CENTER

“Each generation has their own skills and talents based on perspective and life experiences – for us to be successful, we need to exhibit respect for each generation, embrace our offerings, and provide an environment where the whole is more productive than its individual parts.”



Mike Paton, *Achieve Traction*

“Celebrate different viewpoints, skills, and approaches. If you clearly articulate your vision and surround yourself with people who share and want to help you achieve it, how they go about making that happen is far less important.”