

GENERATIONAL SYNERGY

The Alchemy for Dealing with an Uncertain Future

–Room Notes–

COMMON FUTURES – hopes for the future developed by the room

- o Evolve & Solve
- o Creating/Collaborating/Connecting together
- o All Kids have Meaningful Lives
- o Work Life Balance
- o Peace & Hope Beyond Self
- o Respond to the Vulnerable
- o Greatest Good for Greatest Number of People
- o Sustainable Environment
- o Improve Health & Quality of Life
- o Leadership & Vision

Responses by individuals to the Question:

What will it take for my generation/me to achieve that Future?

In the spirit of "hearing from our youth," responses are listed from Youngest Generation to Oldest.

Y'S (1982 – 2003?)

- I will take small steps such as reducing amount of plastic bags used in our community; my generation needs to step up and take leadership roles and stop relying on elders
- Openness; collaboration for peace & sustainability; all generations together!
- Take guidance and support while initiating
- There must be a shared vision and communication in order for a better/common future may be achieved. Y's must get help/education in order to be able to sacrifice or do the work
- To reach out to other generations and encourage the wantings and importance of change
- Learn to accept failure and build confidence; learn from mistakes and stay positive

XERS (1961-1981)

- Seek Wisdom from Silent Generation; Connect closely with Y's; Enable Boomers to take visionary lead
- BELIEVE – take the model I use for effective decision-making within my family to my community, then my country and beyond
- Speak Up and Act Out
- Wake Up...Step Out...Courageously Act!
- Get involved and connect within & across generations
- Stop investing all our time in the "now" – learn from the past as we begin to focus on the future

Presented at 2007 Pegasus Conference by Gilburg Leadership Institute & AHHA Consulting

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- Invest in the the Y's and the Boomers
- Forgive, accept, protect the Y's
- Visibly and actively stepping up to take the leadership for "making it happen"
- Its time to leave the sideline and enter the game of leadership
- Learn from the Boomers and Silents; Collaborate with the Y's
- Work together
- See the bigger picture; "initiate"
- Speak up; challenge my own and other's assumptions about what the future should look like
- Understanding my white privilege & the systems of oppression
- I'll be your general, if you be my FDR
- Step forward and implement operations set forth by other generations
- Do my part to educate others and move them to connect with community and the natural world; Show Up
- Find my road & help others find theirs
- Choose a cause amongst a sea of issues
- Talk about it. Engage. Have gatherings. Build momentum. Don't take "no" for an answer. Make it happen. Never give up. Never give up. Never give up.
- Shape the present with future vision
- Reach Millennial learners to fit their needs of learning through 21st century learning skills
- Implement across generations
- Teach my children to interact with all generations
- VOTE
- Connect to collaborate and work to eliminate "islands" of Gen Xers
- Educate ourselves; prepare for future challenges; engage in opportunities to present whole self
- Listen...Learn...Act...Bring along...

BOOMERS (1943-1960)

- Examine our view of transformation – how violent it is/can be – and commit to lead through acceptance
- Listen; don't assume answers
- To become more active to make change by starting on local level & to show next generation change starts with themselves
- Vortex for all hope in the universe; untapped potential
- Hope for next year: "Generations working together" should/will be the theme of this conference
- Need to Develop workshop similar to this one to share

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- Meaningful service to people after retirement to take care of the young and those who have no voice
- Present this “view” to mix generational audiences
- Act on our potential; shake complacency; look globally & act locally
- Be a role model to Xers & Ys of what we need
- Practice system mapping of my parish; learn with others how to design and implement the future I and we desire
- Listen; Act – be ready to act
- Ask the question to each generation: How can we improve quality of life including a solution that effects each generation: one vision process & journey
- DO!
- Hold the future in light and love; elevate the spirit
- Focus on similarities & coming together to make positive change; focus attention where it can make a difference
- Support the development of High Potential Gen Xers and Ys
- Hold our leaders accountable without golden parachutes; Do not reward bad behavior
- Shut up & Listen
- Become an activist again
- Create spaces, opportunities & possibilities for Gen Xers and Ys to assume leadership
- Get Real! Deal with what is – not what we want people to think
- Keep the flame for progress burning
- Proactively seek leadership roles in or out of my organization to make a difference
- Self – create opportunities to keep learning & sharing what I learn; Larger System – increased consciousness that the West will no longer be the center of the universe (15-20 years) & that we need to share , understand & listen rather than try to control
- We need to bring the generations together in order to promote understanding, set the course for the future, and provide hope for our children and grandchildren; peace on earth, good will toward men
- Become a role model as a member and participant in a global community of teaching and learning to create new mental models of leadership and vision
- Listen & Learn; Vision & Lead!
- Joy of Hope – lighten up; evolving is fun...passion-driven hard work makes you grow younger
- Give more voice to youth in planning the future; reach out to Gen X and Y and get them engaged in community transformation
- Use all our senses to deeply connect with what is emerging and give voice to the future
- Honor, authenticate as I scale back and encourage informed living
- Step into leadership; listen across generations and act collectively
- Mentoring & encouraging X and Y generations

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- Coalescing the generations into action; creating the space
- Use my voice to help others create a vision
- Open the possibility for collaboration
- Be curious; ask, don't tell
- Live and lead from the future; act as if
- Look for, appreciate and nurture signs of hope in younger/following generations
- Generation – wake up, look around, then do something! Self – seek holistic understandings, enact holistic solutions
- Make your own voices heard; knowing something is wrong is not enough. We need to have shared vision that is accepted and then collaborate across generations to achieve
- Take more leadership initiative; be more self-sacrificing to purposes common to all
- Provide hope; tap the potential
- Bring Xers into the fold; teach them how to collaborate with each other and with us – for a shared vision!
- Lead and model through teaching (TPOV)
- Continue having conversations, building relationships, and collaborating
- We need to create and train leaders for the future; great leaders are responsible to create great leaders
- Mentor, ask questions, recruit, honor, support, Listen, Laugh, Tools, Spirit
- Become vulnerable & include all voices
- Get involved beyond own self interest
- Listen, Learn, Share
- Create opportunities for all generations to be more aware of hope
- Interact more with X and Y to share vision & encourage them to take action; then really listen to them and follow their lead
- We need to break down the parameters/boundaries of our current mental models; try to see what we currently cannot see
- Embrace tempered radicalism; look for continuous small scale change
- Boomer generation needs to step up, empower themselves and the generations that follow to change the world; host World Cafés and other venues for conversation that builds commitment
- Create access and invitation for Xers and Ys to institutions & events that control so much in their lives & in which their voices and wisdom are not valued
- Recycle; get generation Xers to Vote; Healthcare for all children; Smile
- Boomers need to invite the ideas, creativity, discoveries and concerns of Gen X and Y
- Build connections and relationship through better communication skills
- Must leave my paradigms and offer my wisdom for Xers to deliver and implement the future
- Educate others on generational strengths

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- Follow the path; stay the course
- Learn truths; become an advocate to drive change; I will start with the environment
- Practice everyday – Zazen
- Large Picture– develop a great global awareness; Self – continue to learn how to be of service
- Take the risk to act; collaborate
- Assess the situation; are we ready? We need the following: Vision, Incentive, Skills, Action Plan, Resources. Without one of these we cannot succeed in closing a gap and creating a new mental model
- Coach the leaders; help them find their voice and tell their story

SILENTS (1925-1942)

- Shhhhh!! Constantly learn, grow, support
- “Retire” to giving back; give grandchildren “wake up” experiences
- Holding the container; sustained activism; speaking truth
- My generation needs to share its resources – information, ideas, hopes, money & wisdom; my generation needs to open their minds to the ideas of other generations & accept change with a smile
- Being there for grandchildren – giving different information/input to balance what’s out there for them (presenting another option)