

A teal vertical bar is on the left side of the slide. A white L-shaped graphic, consisting of a vertical line and a horizontal line meeting at a right angle, is positioned to the left of the title text.

PREPARING YOUR BOARD FOR THE NEXT GENERATION

Adam J. Williams, Esq.

Nonprofit Day 2019

A man in a suit is centered in the frame, looking directly at the camera. The background is a dark blue gradient with various mathematical formulas and numbers floating around, such as $(12+12)$, $-34+10$, x^0 , $[1+3-2]$, 8 , $=$, $+7$, 4×8 , 2 , and $\sqrt{\quad}$.

$>50\%$

Our Goals Today

- A change in Perspective
- Purpose of a Board
- Learn about Millennials
- 14 Tips
- No Swearing



How to get millennials to work with your board,
And how to get your board to work with millennials

What's a Millennial?

Baby Boomers

- 1944 -
- 1964

Generation X

- 1965 -
- 1982

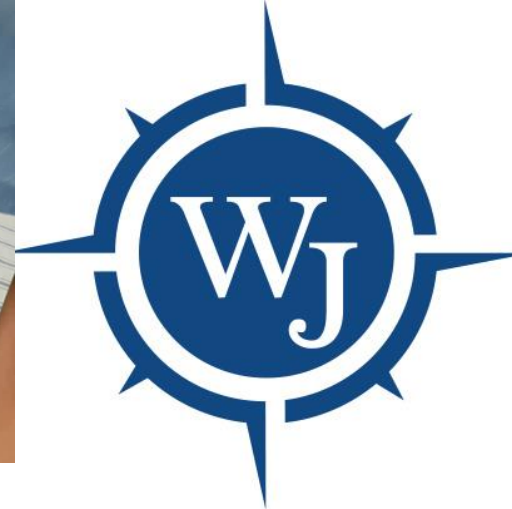
Millennials

- 1983 -
- 1994

Gen Z

- 1995 -
- 2015

Erie must begin to learn from failure: Adam Williams



ERIE BUSINESS LAW

— A Division of Williams & Jordan —

Nonprofit Board Service

■ Current:

- *Lakeshore Community Services*
- *Lake Erie Ale Trail*
- *Erie Art Museum*
- *Innovation Collaborative*

■ Past:

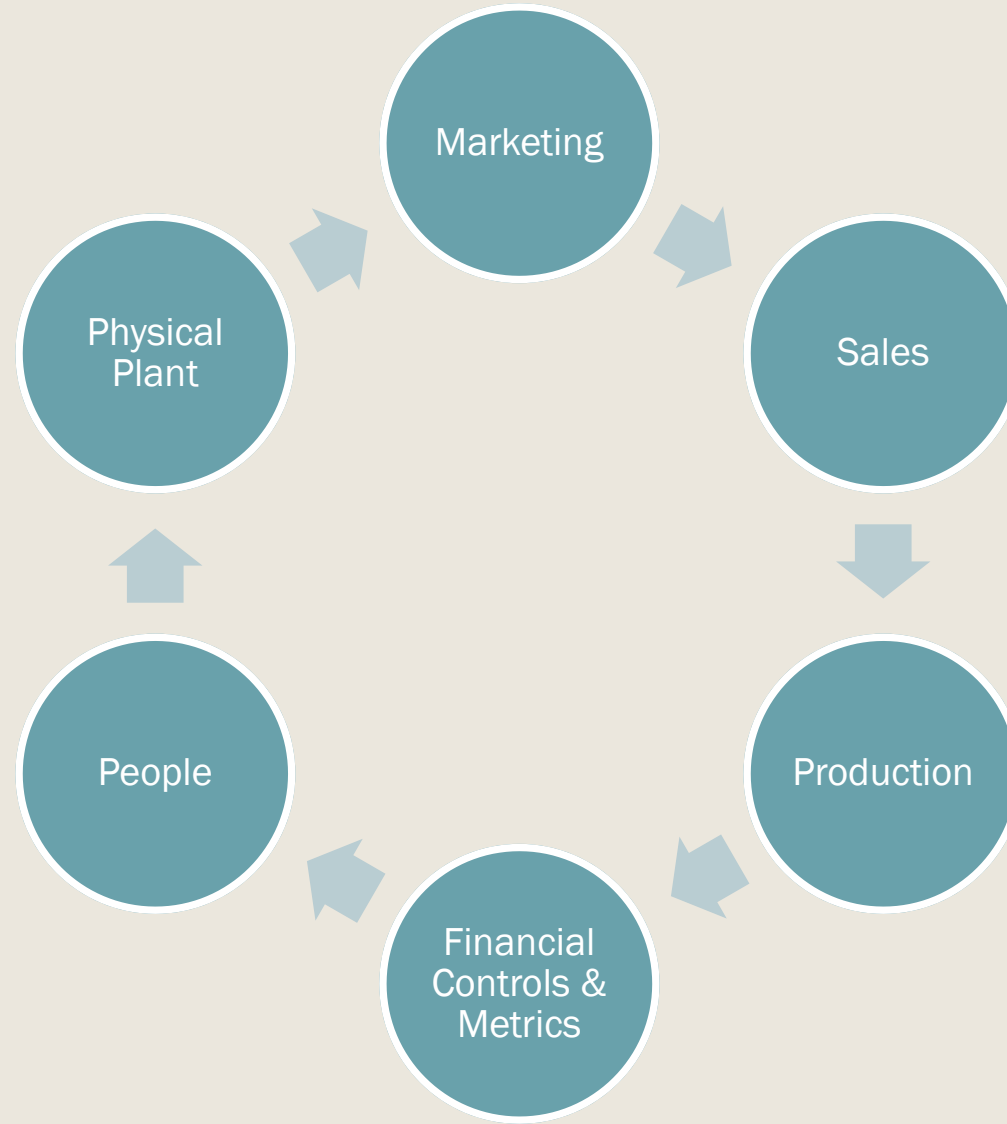
- *Erie County Bar Association*



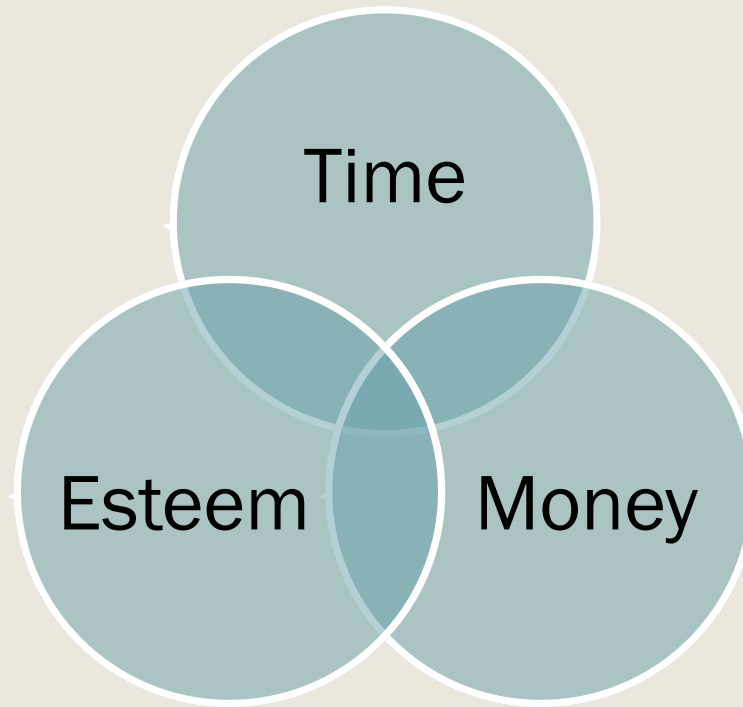
Some Assumptions

- 6 parts of a Non-profit organization
- 3 reasons people do things

Assumption #1: 6 Parts of a Business



Assumption #2: 3 Reasons People Take Action



The Purpose of a Board

■ Primary

- *Mission*
- *Strategy*
- *Goals*
- *Vision*

■ Secondary

- *Committees*
- *Tactics*
- *Fundraising*
- *Volunteering beyond meetings*
- *Garnering Support*
- *Painting*
- *Running 5k's*



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THE PROBLEM WITH MILLENNIALS



Millennials in the Workplace Training Video

Official Comedy ✓ 5.4M views • 6 years ago

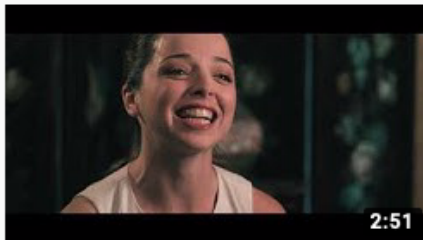
Planning to hire Millennials in your office? This guide will teach you how to co-exist with this challenging new generation of ...



Simon Sinek on Millennials in the Workplace

David Crossman • 11M views • 2 years ago

Excerpt of Simon Sinek from an episode of Inside Quest. <http://www.insidequest.com/>



A Millennial Job Interview

Dream Reach Media • 7.9M views • 1 year ago

Directed by Daniel Brea contact info@breafilms.com Insta @TheDanielBrea vimeo.com/thedanielbrea
Stars: Melissa Tucker, Tom ...



Millennials As Employees | Working With Millennials In the Workplace

Cam Marston - The Official Booking Site of Cam Marston • 184 views • 2 days ago

✓ SUBSCRIBE ✓ https://www.youtube.com/user/GenInsight?sub_confirmation=1 As more generations grow up and enter the workforce ...

New



Hiring Millennials in the Workplace

EntreLeadership • 20K views • 10 months ago

Millennials might get a bad rap, but Dave Ramsey is a huge fan of this mission-driven generation. Find out why and how to find ...



Millennials in the Workforce, A Generation of Weakness - Simon Sinek

After Skool 4.8M views • 2 years ago

Simon Sinek explains how the millennial generation became so entitled. A combination of failed parenting strategies, technology, ...



THIS story is a stunning insight into entitled Millennials in the workplace

Glenn Beck • 235K views • 1 month ago

Forget dictionaries and spelling rules, this Millennial wants to live her spelling truth. Are you confused? Watch this clip to ...

THIS story is a stunning insight into entitled Millennials in the workplace



Entitled millennial snowflake gets owned by hotel owner

Gerald Pauschmann • 2.7M views • 1 year ago

<http://thepresentationcoach.com.au/> Hey viewers, a few people have reached out to comment that although they enjoyed the video ...

Related



Can millennials change a light bulb?

10News WTSP • 520K views • 2 years ago

According to a poll, 6 out of 10 millennials can't change a light bulb. Subscribe at: <https://on.wtsp.com/youtube> Find WTSP ...

Related



Baby Boomer takes on two Millennials on Canadian network TV

David Cravit • 627K views • 5 years ago

David Cravit and Millennials Sandy Hudson and Erinn Macaulay debate "age rage" on The Zoomer, with hosts Conrad Black and ...

Related



How to Make Millennials Want to Work for You | Keevin O'Rourke | TEDxUNI

TEDx Talks ✓ 144K views • 4 years ago

Are Millennials really lazy, self-centered narcissists whose biggest contribution to our culture is twerking? Should business ...



Sh!t Millennials Say...In the Workplace (@JBTSMillennials)

JB Training Solutions • 315K views • 7 years ago

Follow us on Twitter: @JBTSMillennials As great defenders of millennials, we want to help all millennials defy the stereotypes.



7 Keys to Managing Millennials

Michael McQueen • 17K views • 2 years ago

In this video clip, bestselling author, speaker and trend forecaster Michael McQueen explores the 7 keys to leading, managing ...

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The Nature of Millennials (The Nature of Things parody)

CBC Comedy ✓ 42K views • 1 year ago

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Website: <http://www.ifht.tv> Subscribe ...

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PSA: Millennials in the Workplace

The Eskimo Sisters • 7.7K views • 1 year ago

Check out our upcoming comedy series! Support our series by buying some of our fun products like our 2018 Calendar here: ...

The Deloitte Study



2019 = 8th annual

Yes, people get paid to study this
Did we talk about millennials in 2011?
Born in 1984 = 27 in 2011



4 Key takeaways

The Deloitte Survey – Takeaway #1

■ Key Takeaways:

- *Deterioration in trust and optimism*
 - Macroeconomic and day-to-day

■ Why?

- *Lack of mobility and social mobility*
- *Media/politics*

The Deloitte Survey – Takeaway #2

- Skeptical of businesses' motives

- Why?

- *Focus on business agenda and not impact on society.*
- *Shopping with their values*

The Deloitte Survey – Takeaway #3

- Millennials and Gen Z's value experiences
- Still want to earn a high salary and be wealthy
- Top of list of aspirations:
 - *Travel (57%)*
 - *Own a house (49%)*
 - *Positive impact in communities and society (46%)*
 - *Have children/family (39%)*
- Why?
 - *Dreams delayed due to financial or other constraints*

The Deloitte Survey – Takeaway #4

- Love/Hate relationship with technology
 - *Social Media*
 - Most believe social media does more harm than good
 - Most would be physically healthier if they reduced time on social media
 - Most would be happier
 - *Cybersecurity*
- Why?
 - *Sort of self-explanatory*

The Deloitte Survey - Conclusion

- Little Optimism
 - Little Hope
 - Little Trust
 - Lots of Disruption
- Reality vs. Perspectives – does it matter?

Simon Sinek

- 4 Reasons why:
 - *Parenting*
 - *Technology*
 - *Impatience*
 - *Environment*



FAILED PARENTING STRATEGIES





TECHNOLOGY



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IMPATIENCE



ENVIRONMENT

Small Changes to Make a Big Difference

2Pac

changes

No Tokens

DIVERSITY

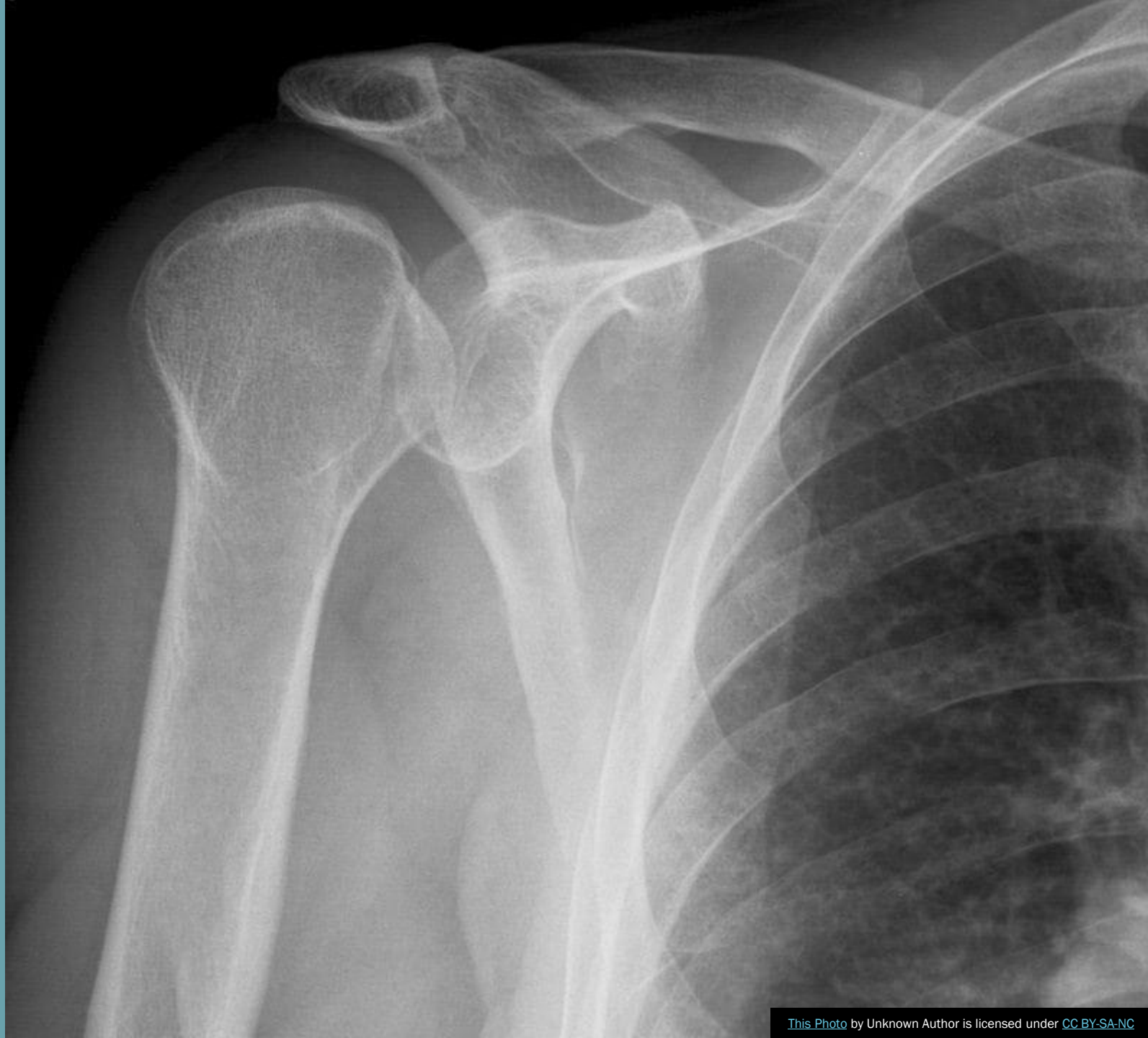


An old, old wooden ship
used in the civil war era



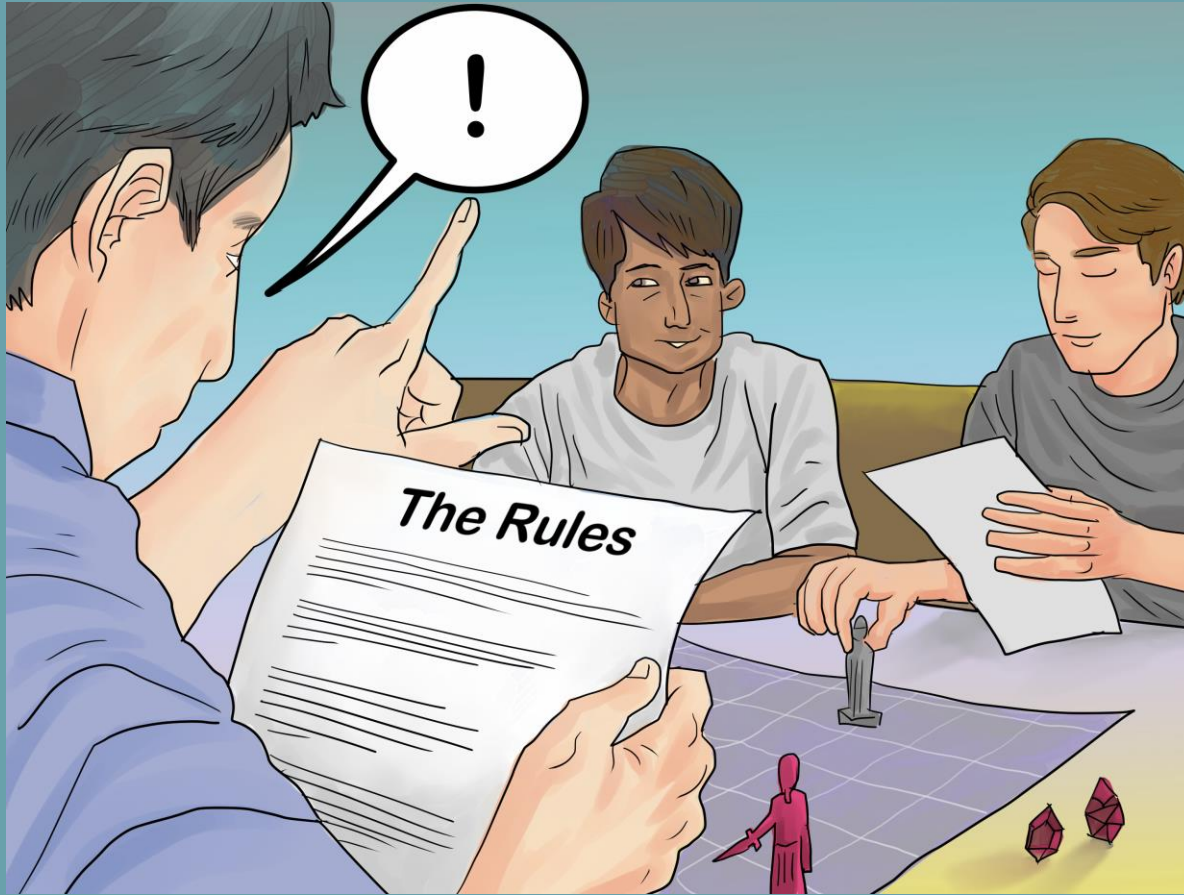
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LEAD OR
BE LEAD





RECONSIDER
HOW YOU
RECRUIT

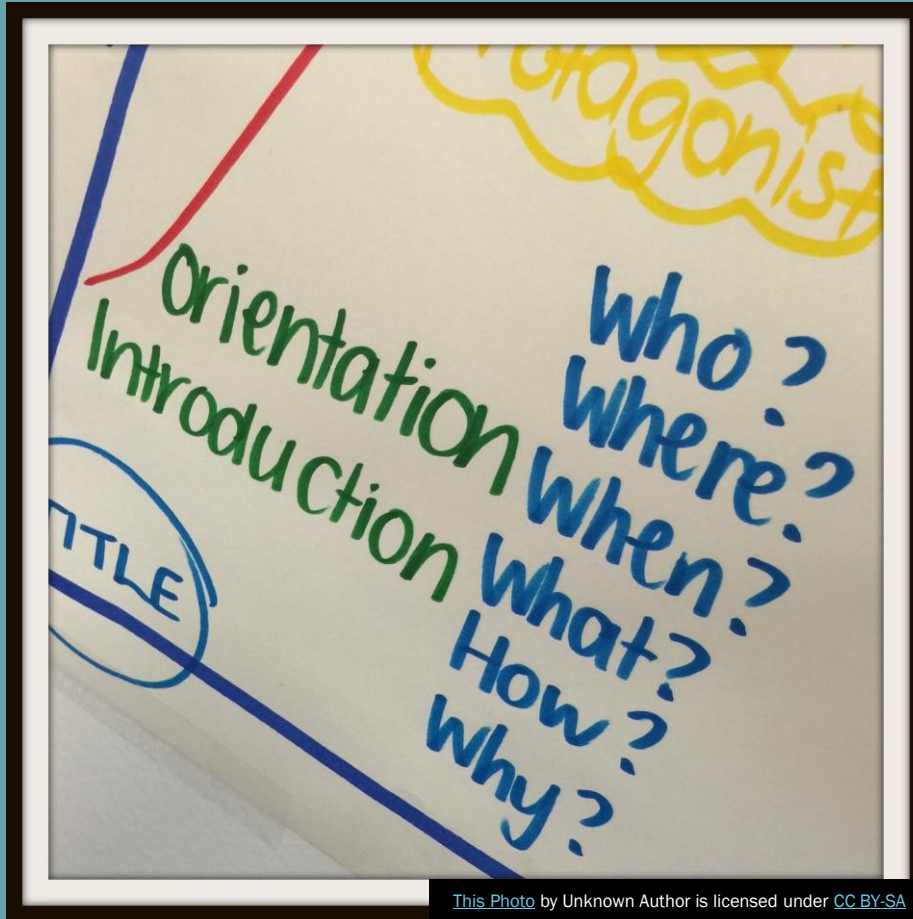


MANAGE
EXPECTATIONS



SPEAK UP

BOARD ORIENTATION



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NO CELL
PHONES IN
THE MEETING
ROOM





TERM LIMITS



COMMUNICATION



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MEETING TIMES



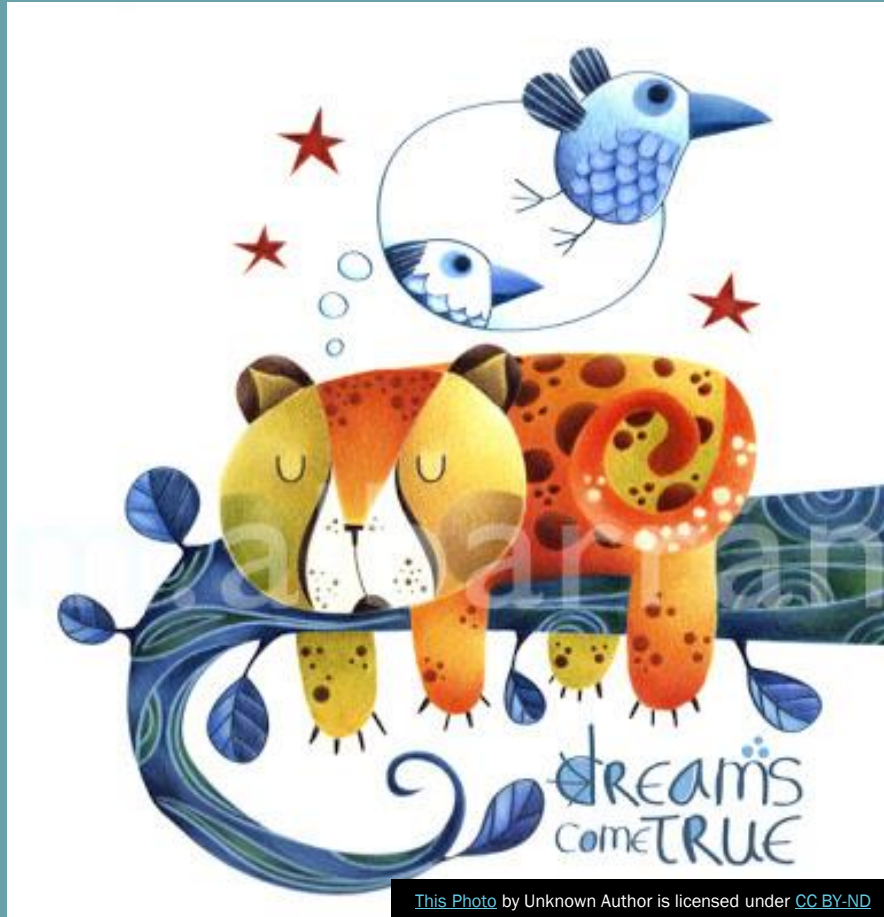
MONEY



LEVERAGE NETWORKS



REAL
COMMITMENT



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HAVE THE CONVERSATION

Start With Why



Take a picture now

The List of Tips

- No Tokens
- Lead or Be Lead
- Consider How You Recruit
- Manage Expectations
- Speak Up
- Board Orientation
- Ban Phones
- Term Limits
- Communication
- Meeting Times
- Money
- Leverage Networks
- Real Commitment
- Have the Conversation

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