

Midwest Leadership Summit

Creating A Culture of Belonging

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SMILE!

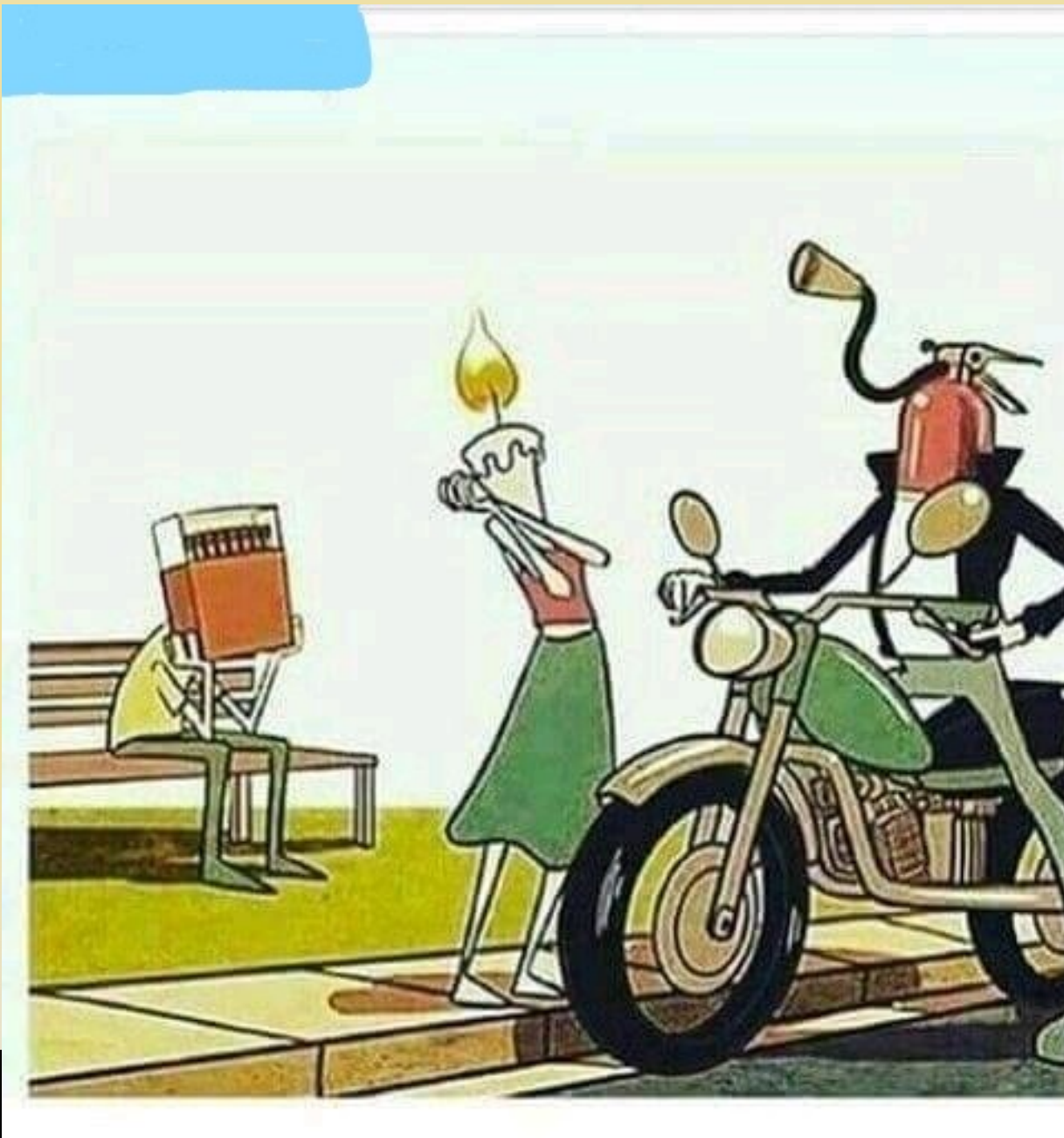


Psychologically Safe Environments

- Accountability
- Courage
- Humility
- Empowerment







I Present As...

- I. Black male born in Detroit, MI and raised in Rural Wisconsin (Nigrescence Theory; Lived Experience)
- II. Failed first grade
- III. Decade in foster care system; 9 different 'homes'
- IV. Seminary Indoctrinated HS Thinking (Formal Education)
- V. BSBA (Accounting), MPA (Public Administration), MHRLR (Human Resources/Labor Relations), MBA (Business Administration), PhD Candidate (Multidisciplinary Human Services), DBA Student (Business Administration); (Learned Experience)
- VI. Father (21yr Daughter, 15yr Son, 6yr Son); Lived Experience
- VII. Business Owner (Kelly Leadership Group; alonzokelly.com)
- VIII. Absolutely Confused on the ways of Community (Emotional Intelligence)








Is It A 'Real' Lion?



MULTIPLE GENERATIONS @ WORK

Five Generations Working Side by Side in 2020

				
TRADITIONALISTS Born 1900-1945	BOOMERS Born 1946-1964	GEN X Born 1965-1976	MILLENNIAL Born 1977-1997	GEN 2020 After 1997
Great Depression World War II Disciplined Workplace Loyalty Move to the 'Burbs Vaccines	Vietnam, Moon Landing Civil/Women's Rights Experimental Innovators Hard Working Personal Computer	Fall of Berlin Wall Gulf War Independent Free Agents Internet, MTV, AIDS Mobile Phone	9/11 Attacks Community Service Immediacy Confident, Diversity Social Everything Google, Facebook	Age 15 and Younger Optimistic High Expectations Apps Social Games Tablet Devices

Planned Obsolescence

- a policy of planning or designing a product with an artificially limited useful life, so it will become obsolete, unfashionable or no longer functional after a certain period of time.



TRUST

- COMMUNICATION
 - COMPETENCE
 - CONTRACT



Order Matters



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