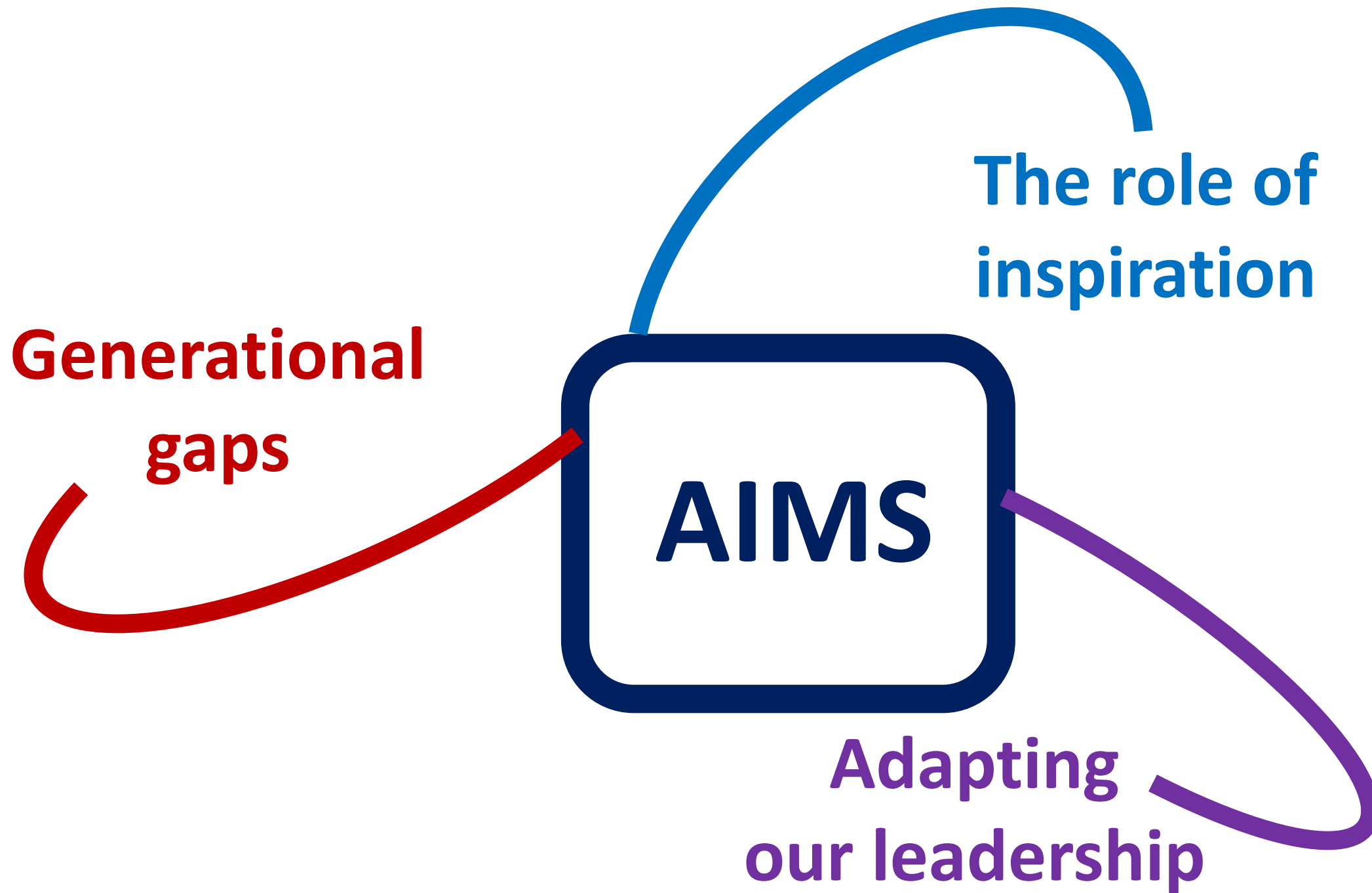


Leading the younger generations

by Savvas Perdios
Chief Operations Officer (COO)
Louis Hotels

Today's Agenda



Part 1: Generational gaps

Numbers speak for themselves

Characteristics of each generation

Profile of a changing workforce

Numbers speak for themselves

Baby Boomers
34%

1945 - 1965

Millennials
37%

1980 - 2000

Generation X
29%

1965 - 1980

Characteristics of each generation

Boomers

- Started from nothing
- Most successful generation ever

X-ers

- Supporters of work-life balance
- Proponents of human rights

Millennials

- Children of successful parents
- Learned to make their own rules

Profile of a changing workforce

Loneliness

- Less meaningful relationships with people
- Living alone for longer
- Lack of connection and trust towards the 'system'

Anxiety

- Pressure to emulate success of their parents
- Social pressure to create their 'perfect life'
- Insecurity due to unemployment and austerity

Depression

- Gap between expectations and reality
- Pessimism about their future
- Underdeveloped interpersonal skills

A very troubled generation, through no fault of their own...

Part 2: The role of inspiration

The key Millennial concept

Feelings of engagement

Obsolete management styles

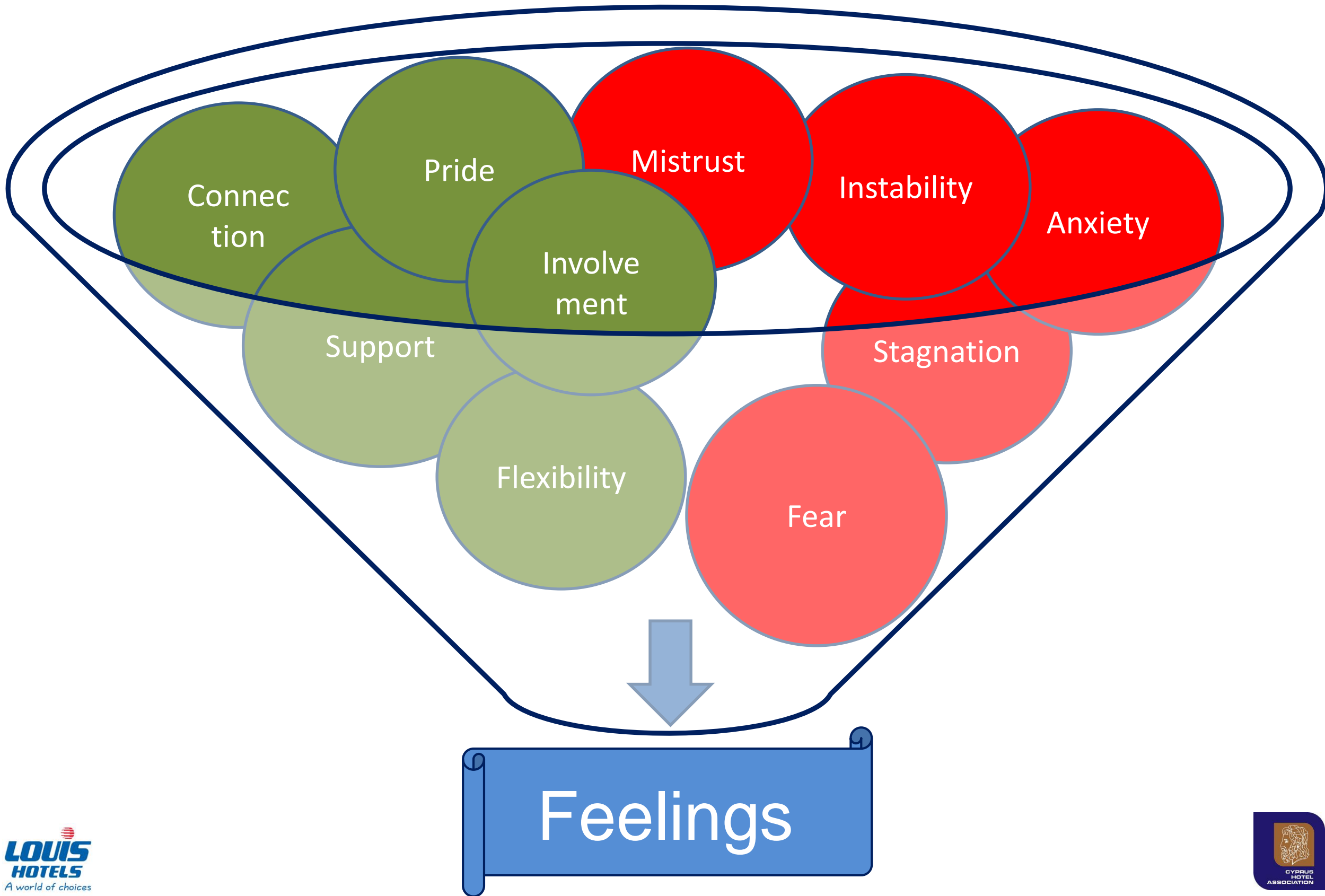
The golden circle of inspiration

The key Millennial concept

The younger generations don't 'buy' what we do, they 'buy' why we do it. That's because people 'buy' with feeling, not with thought.

- Simon Sinek

'Move towards' and 'move away from'



Obsolete management styles

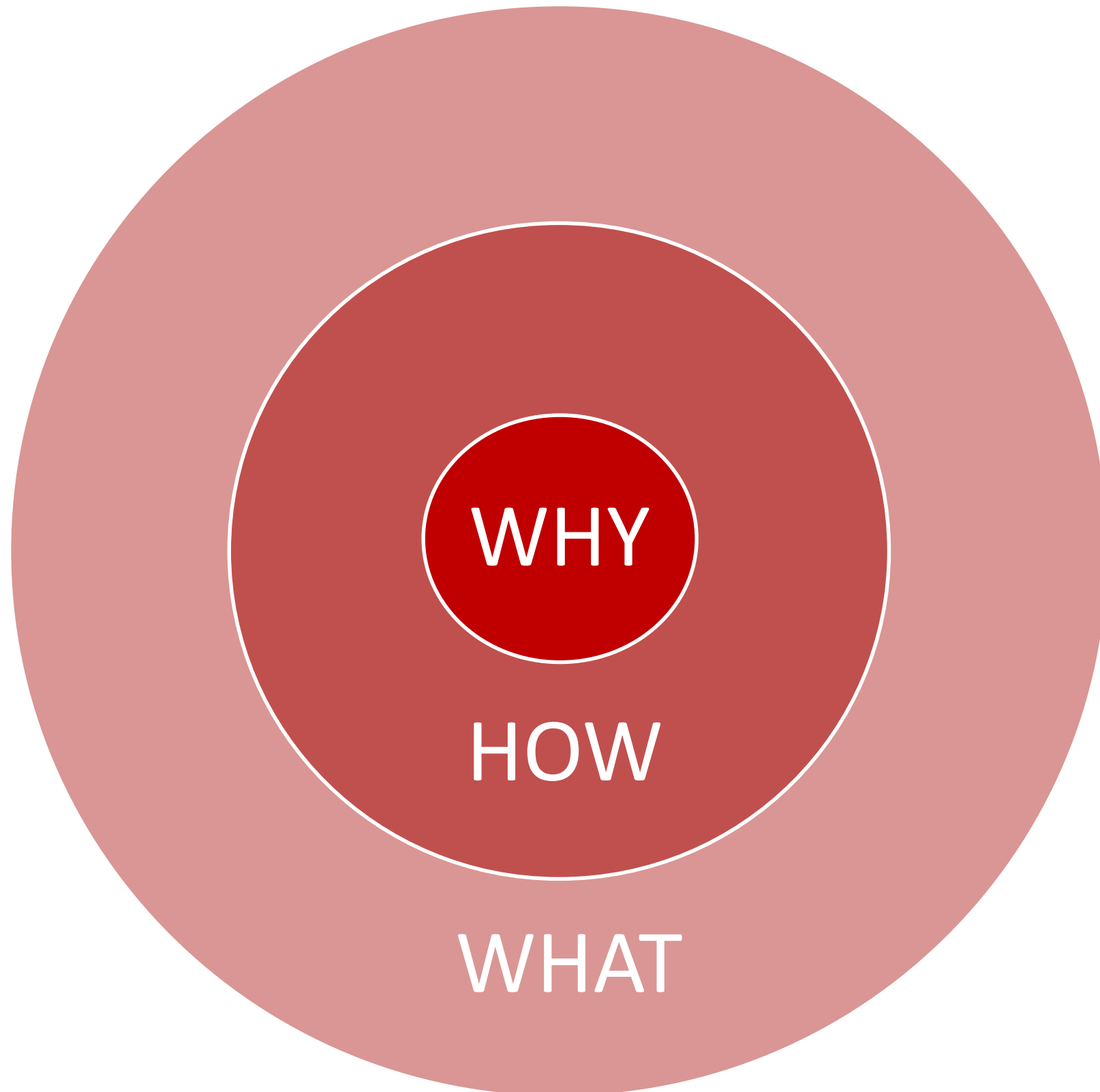
Boomer way of doing business



Millennial way of doing business



The golden circle of inspiration



Part 3: Adapting our leadership

Our changing role as leaders

From top to bottom

Spread the word loudly

Protect your legacy

Our changing role as leaders...

Leader

Results

Leader

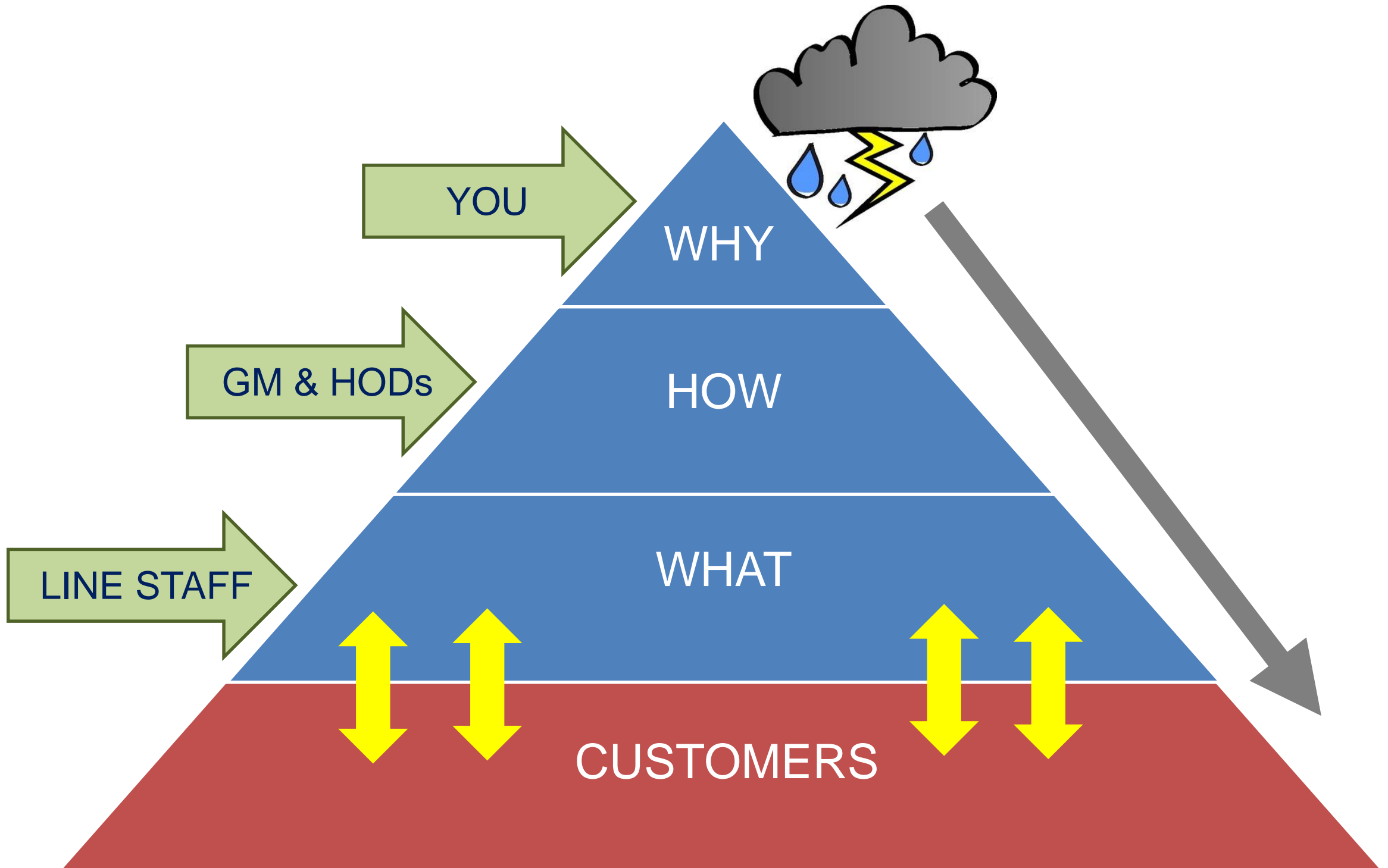
Higher
manage
ment

Middle
manage
ment

Line staff

Results

From top to bottom



Spread the word loudly



Protect your legacy



References

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