



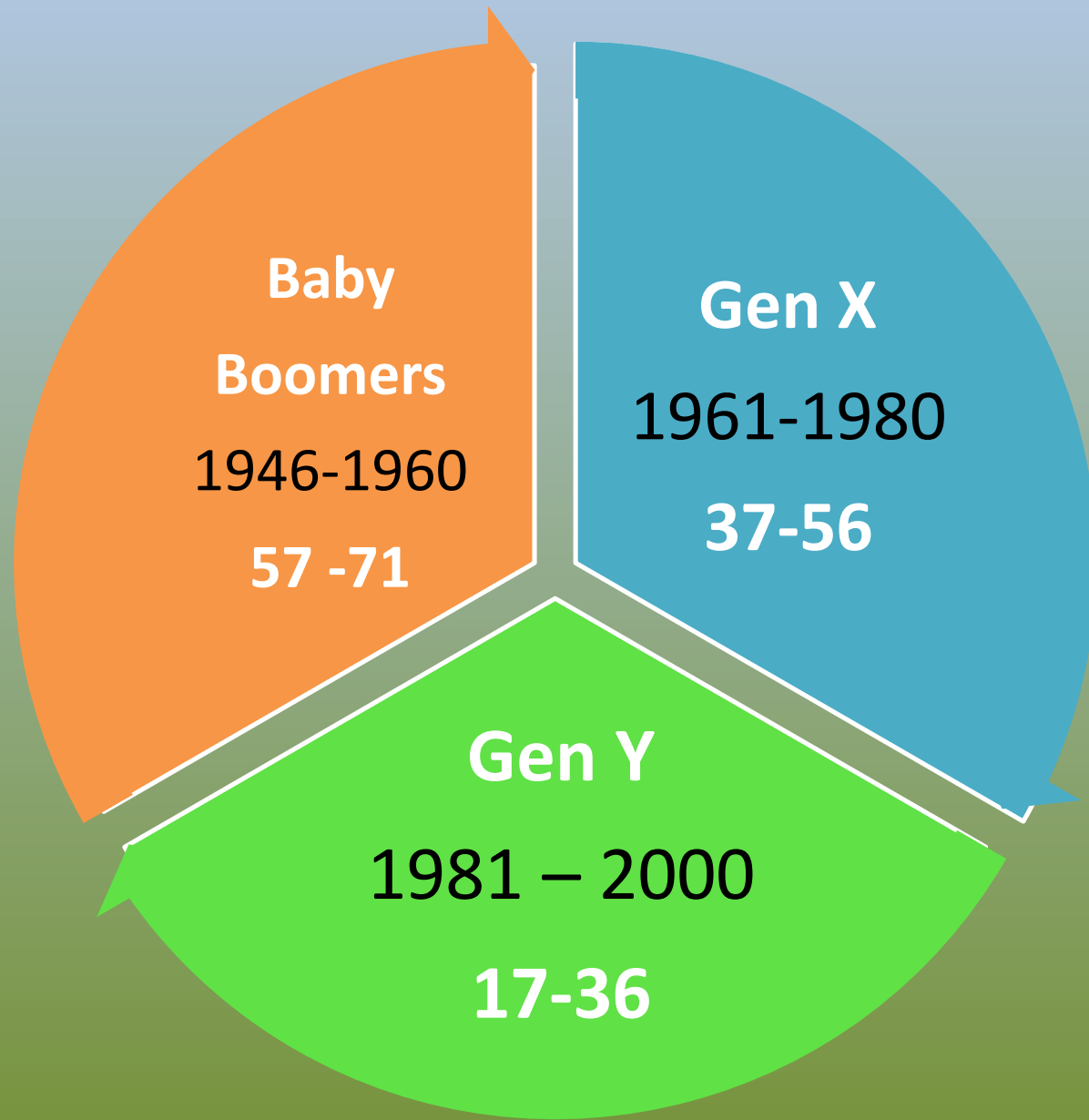
FHRI Convention 2017

Our People...Today's Talent...Tomorrow's Success...

The Climatic World of Employment

Presenter: Howard Politini

27 October 2017



Values of Baby Boomers

- Hardwork
- Good Manners
- Teamwork
- Tolerance
- Manner & Etiquette
- Discipline



Baby Boomers

1946 – 1960

Age @ 2017: 71 - 57



Generational Mission:
Build the Economy – Work Hard!!
At Workplace - they are Oldies but Goodies

Values of Gen X

- Security
- Effectiveness
- Responsibility
- Adaptability
- Multitasking



Gen X

Born 1961 – 1980

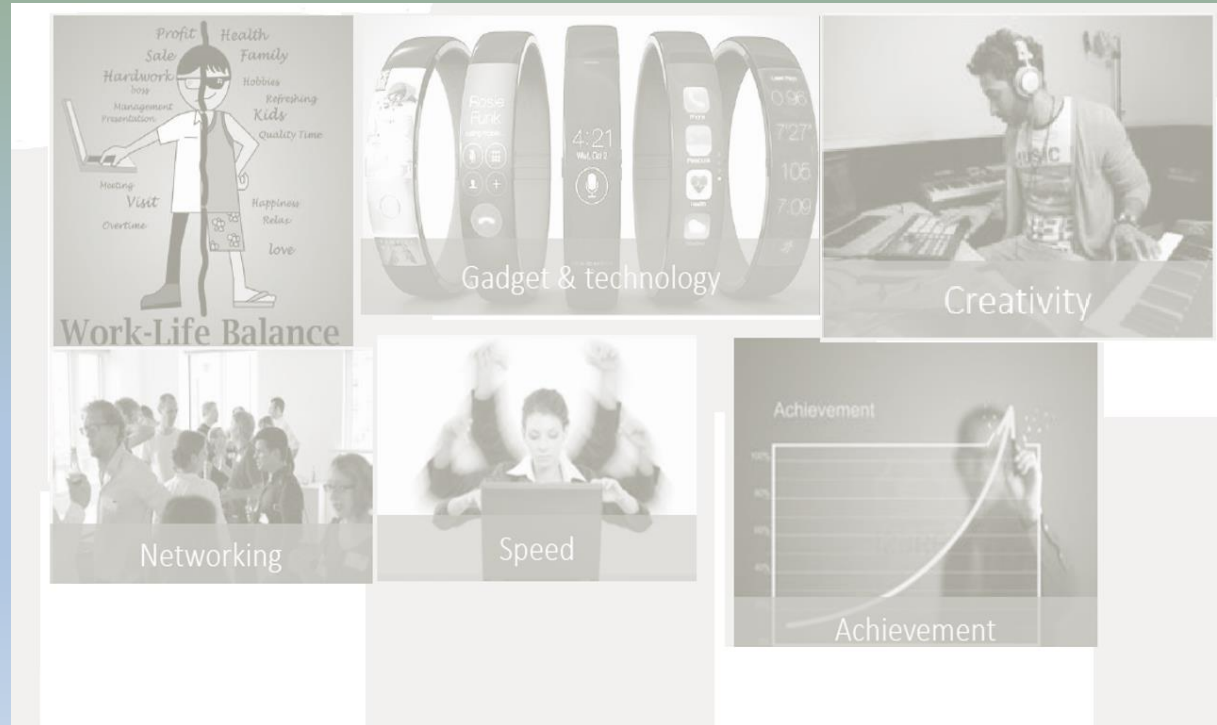
Age @ 2017: 56 - 37



**Generational
Mission:
Balance
At Workplace –
The Sandwich**

Values of Gen Y

- Work Life Balance
- Gadget & Technology
- Creativity
- Networking
- Speed
- Achievement



Gen Y

**Generational Mission:
Creativity
At Workplace – Why
or Whine?**



Born 1981 – 2000

Age @ 2017 : 36 - 17

*Create their own... schedule, new ways of getting work done,
the exact job they want, who they report to, etc*

Leadership Styles by Generations

Baby Boomers 1946-1960 Age @ 2017: 71 - 57	Gen X 1961-1980 Age @ 2017: 56 - 37	Gen Y 1981 – 2000 Age @ 2017: 36 - 17
Authoritative/ Military Style	Lead by Example	Collaborative/ Synergistic
Follow & Obey/ Law & Rule	Walk the Talk	Inclusive/ Sharing
Respect (age & position)	Respect (role model)	Empower/ Engage
	Empower	

Pacific Talent Macro

- We are 'day walkers' *we exist and excel in multiple worlds* and in multiple settings
- *Relationships* are central to our everyday interactions
- High 'CQ' Heightened Cultural Awareness and appreciation

“...learning how to be an effective communicator, a respectful learner, and a confident participant observer so that you can walk in, between and through multiple spaces”

Jacob Fitisemanu, White House Commissioner for Asian Americans and Pacific Islanders (18m Asian, 1.5m Pacific), 2015

Pacific Talent Combo

- Globally Connected
- Politically Aware
- Socially Conscious
- Environmentally Friendly



The Harsh Reality

- Regardless of a positive culture and accommodating incentives you are still likely to lose your 'talent' in a short period of time.
- The traditional career progression is irrelevant
- Hours of work and traditional work protocols must be flexible
- Work and play balance is expected.
- Technological advancements and the economics of business demand right-sizing organisations



Employer of Choice

- With an empowering sustainable culture ?
- Everyone subject to the same sustainability standards ?
- Charismatic, Passionate, Visible, Practical leadership ?
- As a Business Leader, do you must understand the characteristics of each generation to engage differently but effectively ?

- *Pacific Talent is globally attractive yet locally accessible.*
- *If we don't invest in them, someone else will.*



Vinaka!