



Leading, Managing and Understanding Millennials and Gen Z

Presented by: M.J. Clark and Hattie Hunter
with Integrated Leadership Systems

About the Speakers

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Leadership consultant and executive coach at ILS for 18 years.

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Leadership consultant and executive coach at ILS and HR practitioner previously.

Disclaimer Statement

We have no real or perceived conflicts of interest that relate to this presentation.

**“Each generation imagines
itself to be more intelligent
than the one that went
before it, and wiser than the
one that comes after it.”**

– George Orwell

Generations (as of 2025)



Baby Boomers

1946 – 1964
61 – 79 years old

Generation X

1965 – 1980
45 – 60 years old

**Millennials
(Generation Y)**

1981 – 1996
29 – 44 years old

Generation Z

After 1996
15 – 29 years old

Millennial/Gen Z

Millennial:

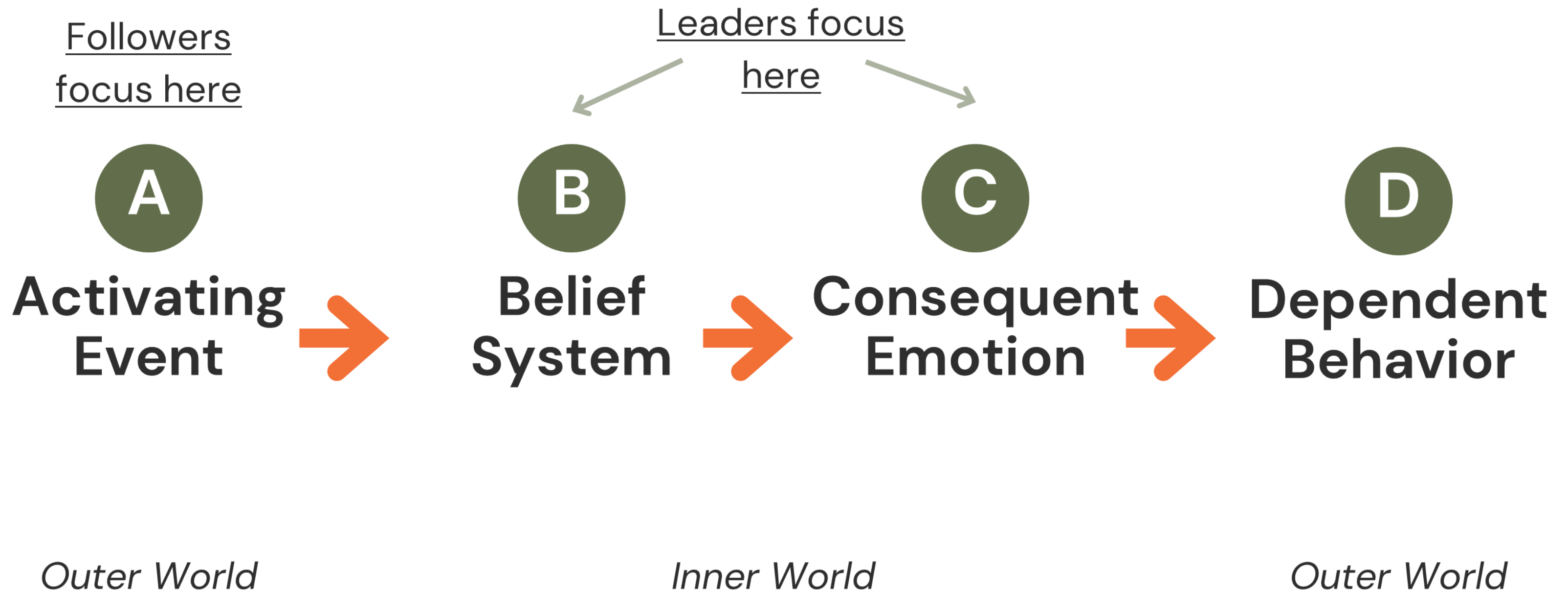
- Defining Moments: 9/11, Columbine, global warming, technology (iPhone), Y2K, financial crises, “helicopter parents”
- Values: meaning in work, flexibility, DEI, social responsibility.
- Work: collaboration/team approach, seeks feedback

Gen Z:

- Defining Moments: The Great Recession, terrorism, same-sex marriage, climate change, Barack Obama, Caucasians will become minority
- Values: financial security, DEI, social responsibility,
- Work: tech-forward, independent, seeks flexibility

**How can we
better lead,
manage and
understand each
other?**

Understanding Other Perspectives



Source: Psychologist Albert Ellis

Understanding Millennials

- Want to make a difference and have impact.
- View work as a “thing,” not as a place.
- Want to know “why?”
- Like things personalized... one size does not fit all.
- Motivated by development, engagement, and increased responsibility & decision-making authority.
- Ambitious, confident, and open about communicating their expectations.



Understanding Gen Z

- Have access to different career choices—some may not exist yet.
- Redefining traditional milestones like marriage and having kids.
- Experiencing increased mental health challenges.
- Expect change and innovation.
- Spend less time interacting face-to-face.
- Expect instant gratification.
- Demand diversity and inclusion.
- Less religious and political affiliation.



Communicating Across Generations:

Messages that Motivate

Baby Boomers:
"We need you
and your
opinion is
valued."

Gen X:
"Do it your way.
We trust and
appreciate your
expertise and
work ethic."

Millennials:
"Your work
makes a
difference here
and I care
about your
success."

Gen Z:
"You will have
security,
stability, and
respect here."



Leading Them: Embracing Strengths & Supporting Growth

Millennials

What They Bring: Tech-savvy, innovative, mission-driven, highly ambitious

How to Lead Them Well: Connect work to purpose, give frequent feedback, provide coaching and skill development

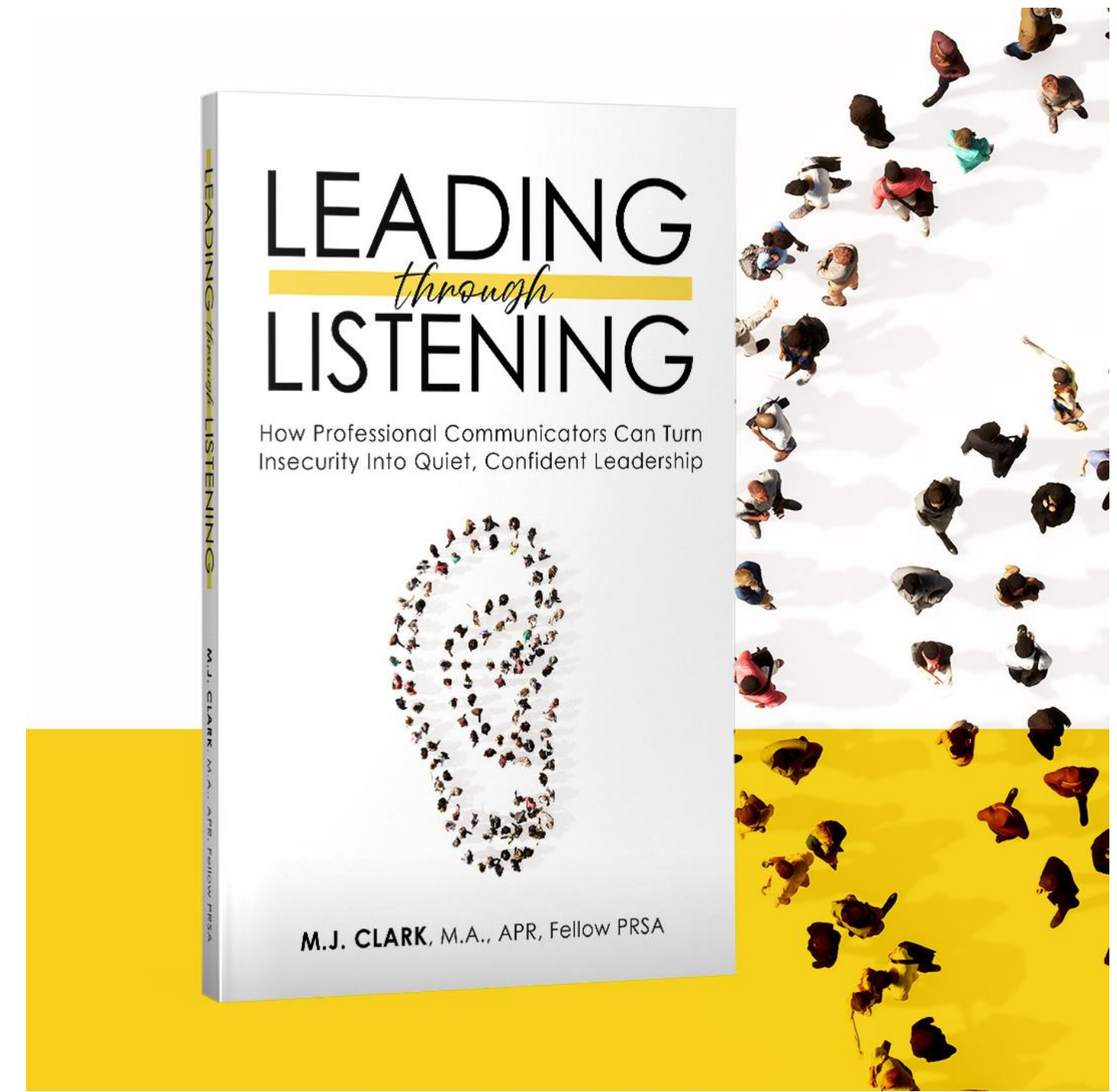
Gen Z

What They Bring: Socially conscious, independent, financially aware, excellent with tech

How to Lead Them Well: Offer clarity, structure, and tech integration; support mental health; build soft skills early and often

Sharing M.J.'s FREE eBook

Get a free e-copy of M.J.'s latest book, *Leading Through Listening!* Leave your business card, connect with her on LinkedIn or email her at mj@integratedleader.com



Key Overall Takeaways

1. Generational differences bring diversity and strength to the workplace.
2. Assertive communication and adaptability are essential to navigating these differences.
3. Fostering mutual respect and openness to different perspectives is key to a harmonious work environment.

Thank You & Let's Connect!

Please contact us if you have any questions or would like our help with executive coaching, workplace training or executive assessments.

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