

Gen-Xers in the Board Room

What is the future for bar
associations?

Multi-tasking



The Generations

Matures	Baby Boomers	Generation X	Millenials
Hard Work	Personal Fulfillment	Uncertainty	“What’s Next?”
Duty	Optimism	Personal Focus	On My Terms
Sacrifice	Crusading Causes	Live for Today	Just Show Up
Thriftiness	Buy Now/Pay Later	Save, Save, Save	Earn to Spend
Work Fast	Work Efficiently	Eliminate the Task	Do Exactly What’s Asked

Stereotypes

- Characteristics
 - Based in truth
 - Cannot be applied to individuals
 - Can give insight to interactions

Issues Raised by Gen-Xers

- Duty of Care
- Duty of Loyalty
- Attention

Diversity



Preparation

- What's in it for me?
- Can I change the world?
- Is it boring?
- Can I trust the “old folks”?
- Who cares, anyway?

Confidentiality

- Doesn't come naturally
- Won't be accepted automatically
- Need special attention/instruction
- Need to establish procedures in advance
- Quick to establish listserves or websites
- Quick to challenge publicly

Use of Technology

- You better be “with it”
- You need to establish rules and procedures before Gen-Xers rebel
- Learn from your Board members
- Listen to perspectives of Gen-Xers and Millenials

Attention

- What are they using the computer for?
- Text Messaging
- Reading and sending e-mail
- News, sports, shopping, etc.
- Selective retention

Board Responsibilities/Contributions

- Assign task/issue
- Don't dictate how to accomplish the task
- Keep in touch with Gen-Xers
- Trust their motives but observe their actions
- Authoritarian approaches will not work

Gen-Xers outside of the Board Room

- Keep them informed and engaged
- Be totally available
- Discuss their issues seriously
- Ask Board members to be ambassadors
- Try to establish mentoring relationships
- Respect their opinions and values

Priorities



View of Maturity



Technology, Technology, Technology

- Text Messaging
- Email
- Blogs
- Web Casting
- Pod Casting
- Synchronous and Asynchronous meetings
- Security
- Etc.

Gen-Xers in the Board Room

- They're probably already appearing on your boards
- Young lawyers sections are dominated by Gen-Xers
- If they don't trust you, they'll go somewhere else
- Millennials are coming

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- The mission of Sextant Consulting is to work with voluntary organizations to achieve vision, clarity, focus and authenticity.
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