



PRO-DEVELOPMENT (UK) LIMITED
Growing your business through your People


Leading in a Changing World

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About Pro-Development



Retaining your talent
Improving productivity and morale
Developing leaders who inspire others
Building your teams
Developing your talent

Making a Difference
Trusted ♦ Creativity ♦ Vibrant



Share tools and approaches to help you engage your people through change, harness generational strengths and create cultures where staff and volunteers can thrive.

List key actions you can take to lead in a changing world

What's
the plan
for this
session?



Think of a leader you have admired.
What made them inspiring and engaging in
times of change?





"Change is the only constant."
– Heraclitus, Greek philosopher

BUT our brains are programmed for patterns and norms not knowing what will happen next can be profoundly debilitating because it requires extra neural energy



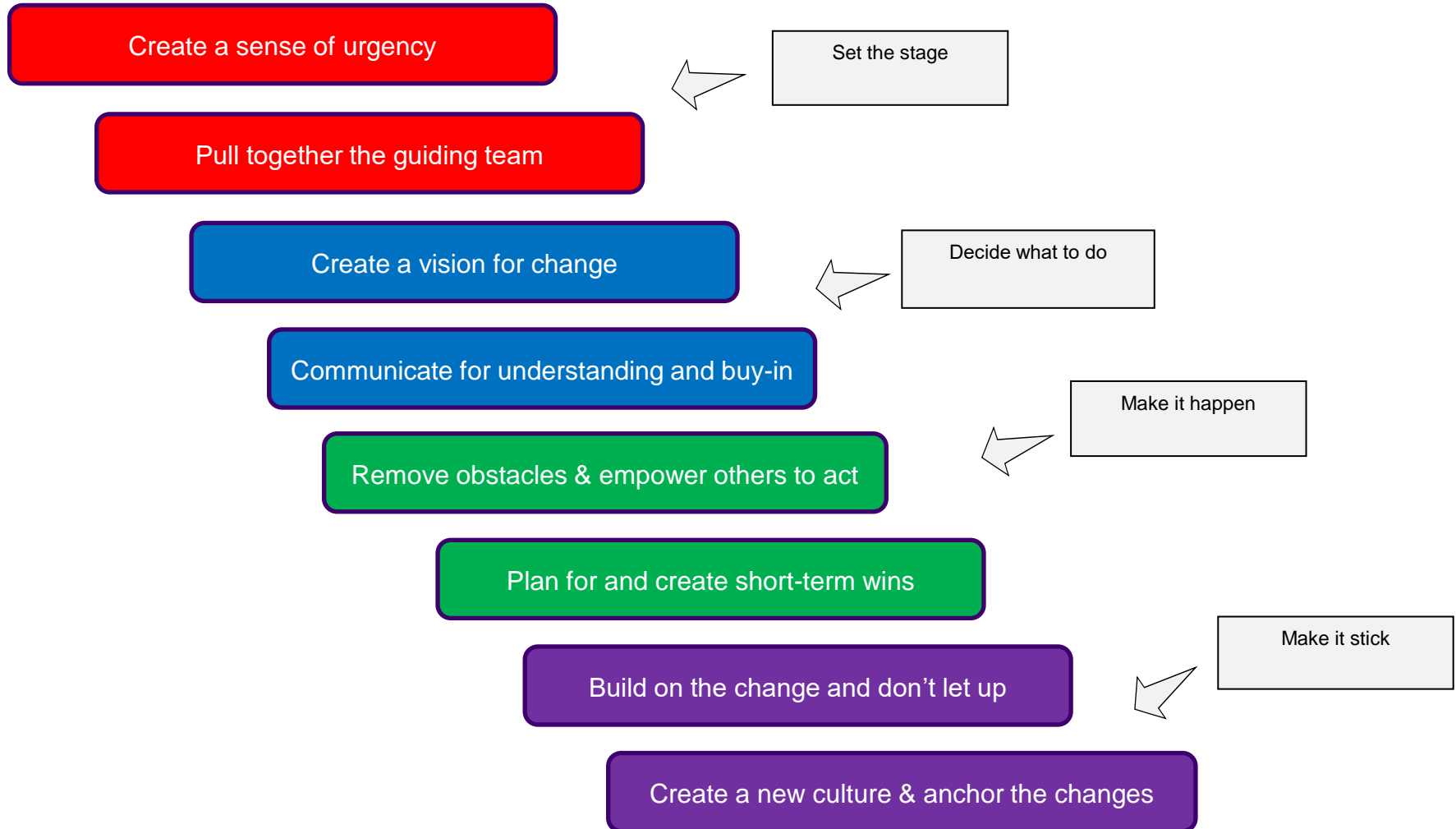
Think about one big change you are currently facing / have faced recently in your charity



- How is it affecting people's motivation or focus?



Kotter's Change Model

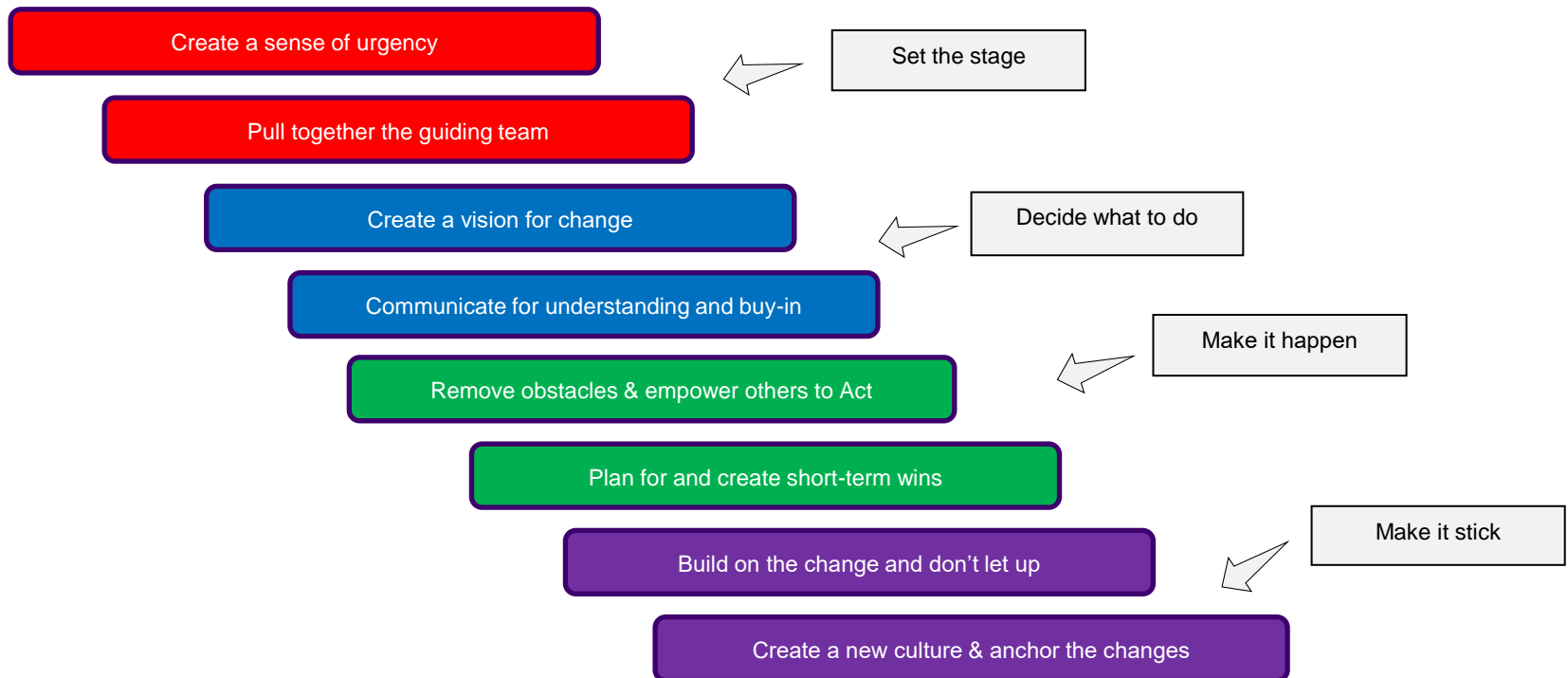




Activity: In pairs

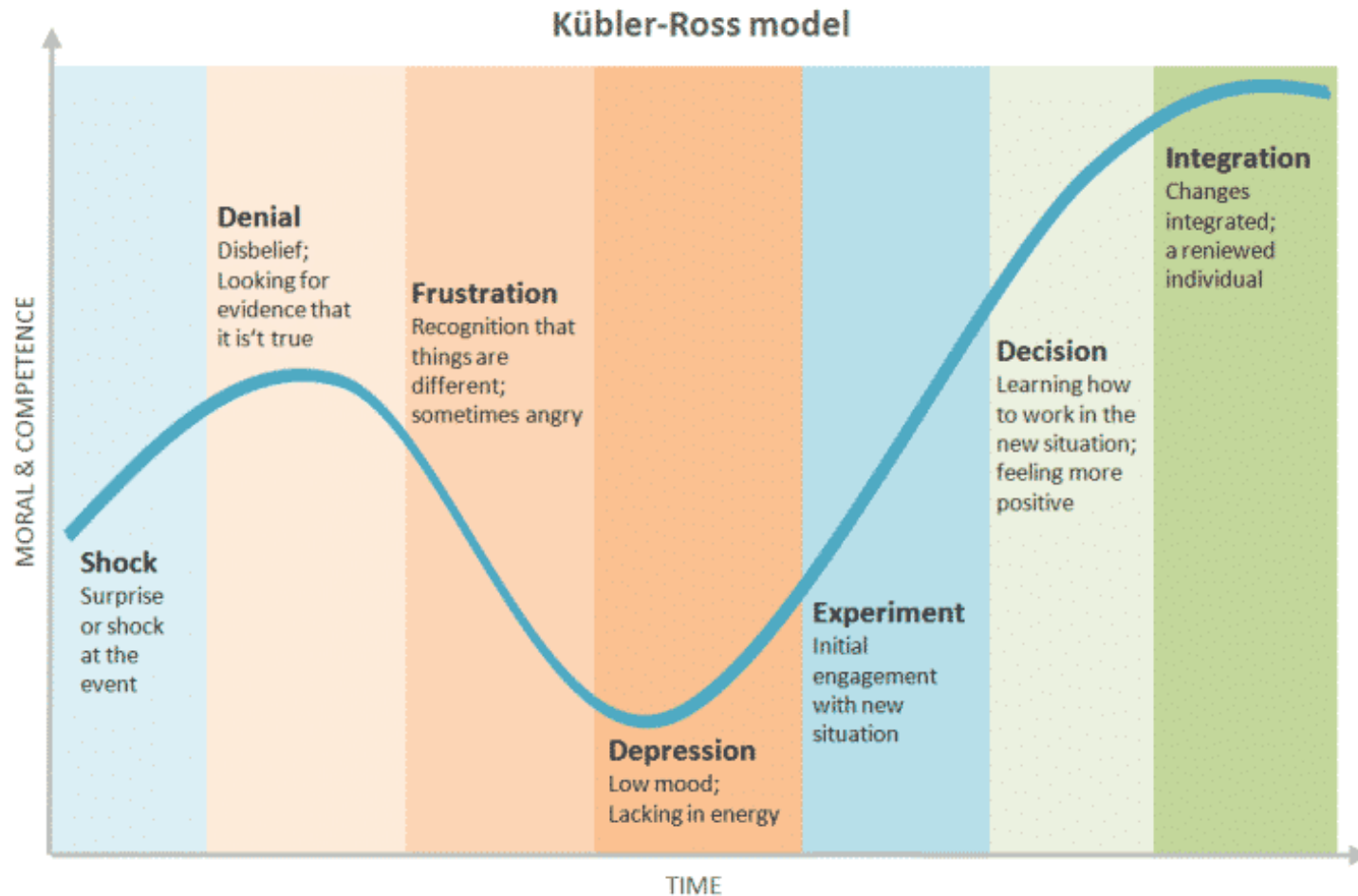
Thinking about the change from earlier

- Where are you in the steps (if it is current)?
- What did you miss / are you missing?
- What impact did that have / is that having?





Don't forget the emotional response



Communicate

Listen

Create the
right
environment

Celebrate
Success
together



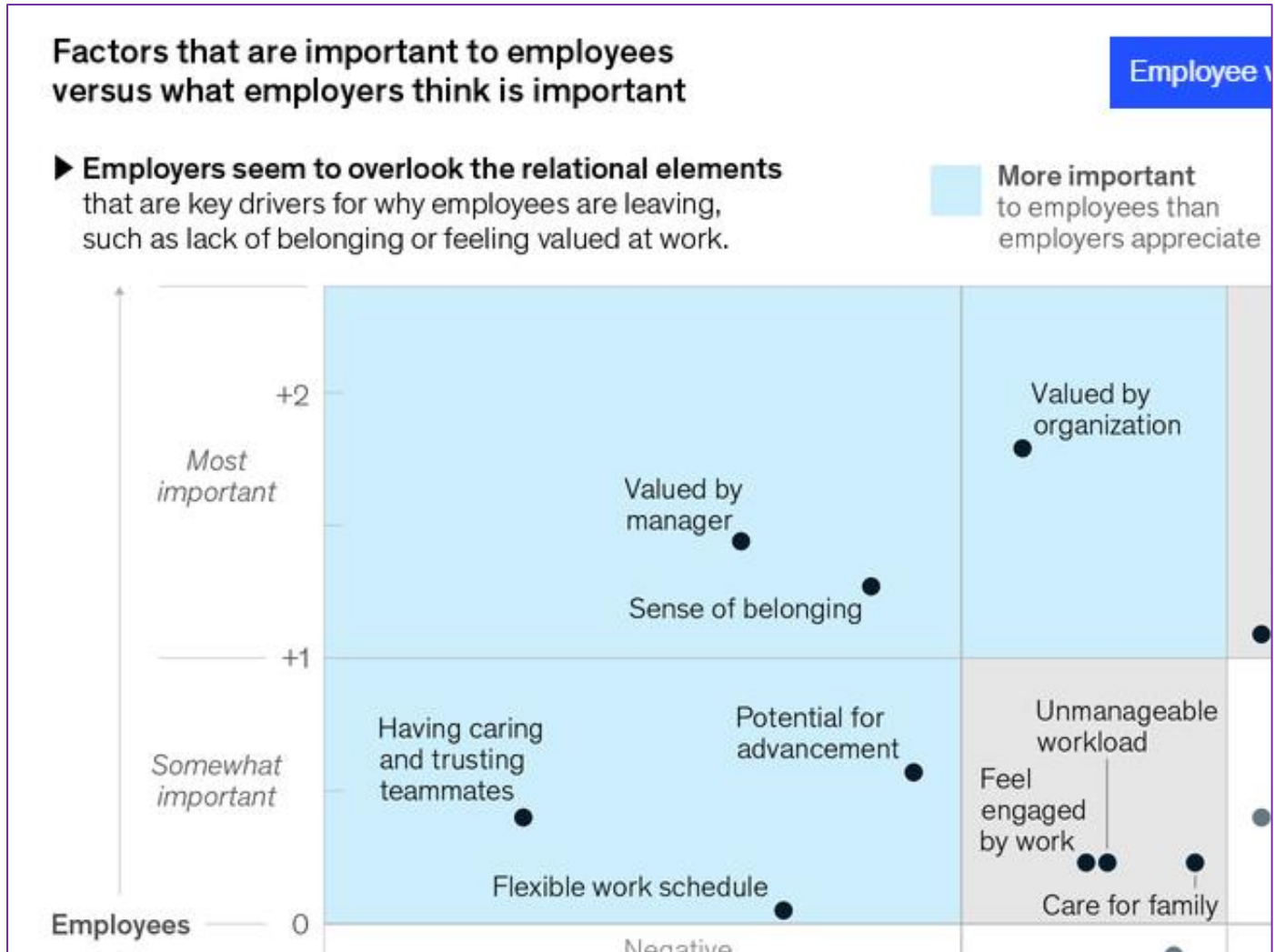
Retaining and engaging your people



What matters most?



Why people leave?





What helps retain and engage talent?

Top engagement drivers

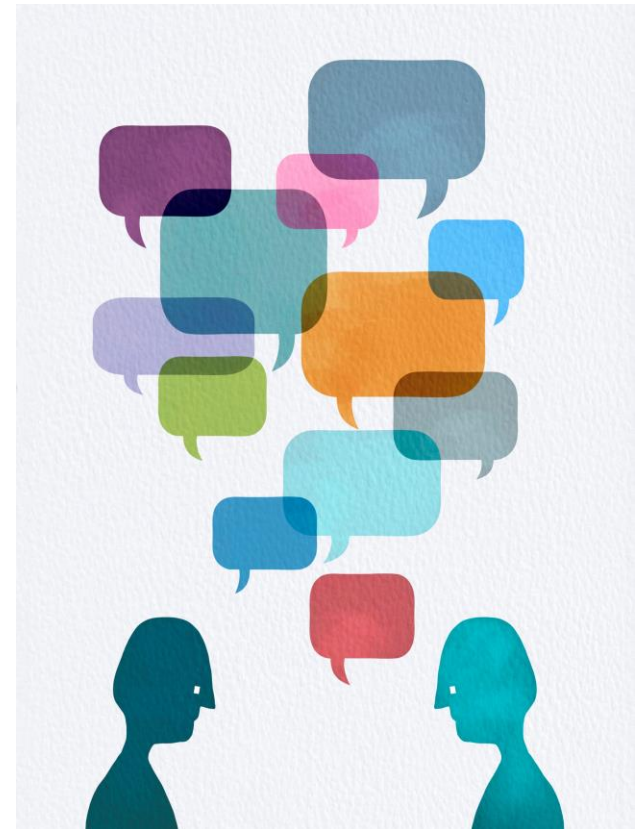
- Contribution to a Vision that motivates and inspires
- Open, effective and two-way communication
- Senior Management's Relationship with Employees
- Involvement in decision-making and clear accountabilities
- Line Manager Leadership Abilities
- Working in a supportive team
- Feeling valued and recognised and rewarded fairly
- Opportunities to play to strengths
- Opportunities to grow and develop skills, capabilities, career
- Organisational Culture and Core/Shared Values
- Health and Wellbeing

Source: Pro-Development (UK) Limited 2012



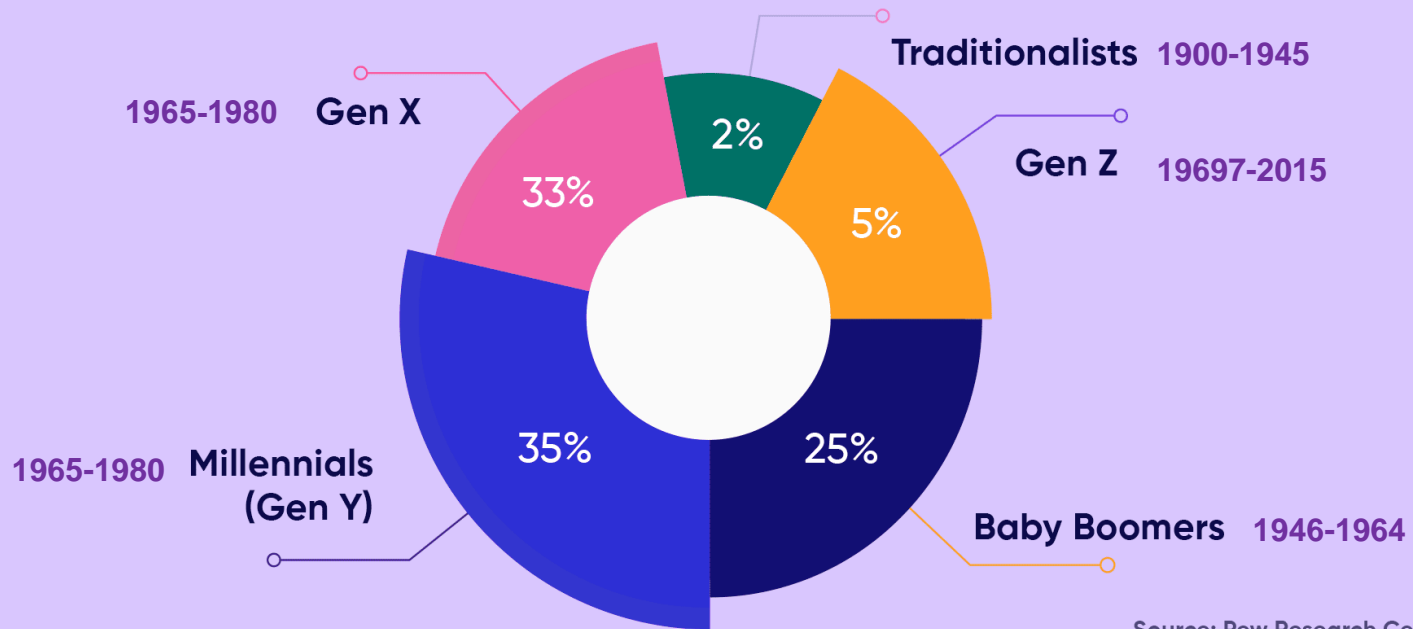
What engages you the most?

- *What helps you feel most engaged at work?*
- *What gets in the way of you doing your best work?*
- Share one idea with the person next to you





Generations in the Workforce



Source: Pew Research Center

- Which generation values flexibility most?
- Which group prefers face-to-face feedback?
- Which generation is most likely to seek purpose-driven work?



Differences in expectations across generations

The 5 Generation Workplace

Traditionals

DOB: 1900–1945

- Loyal to the company
- Dedicated
- Disciplined
- Job for life
- Retiring later



Baby Boomers

DOB: 1946–1964

- Dedicated to work
- Optimistic
- Committed
- Team orientated
- Experimental



Generation X

DOB: 1965–1980

- Open-minded
- Appreciate diversity
- Work–life balance
- Competitive
- Entrepreneurial
- Independent



Generation Y (Millennials)

DOB: 1981–1996

- Career determined by switching roles often
- Keen on mobility
- Socially vocal
- Tech-savvy
- Immediacy



Generation Z (Digital Natives)

DOB: 1997–2015

- Critical and selective
- Career multitaskers
- Technology is intuitive
- High expectations
- Coached, not managed



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Scenario

- A Gen Z fundraiser wants to work remotely most of the week, while a Boomer trustee feels face-to-face teamwork is essential.
- How might you lead to meet both needs?



What is one strength each generation brings to our workplace?

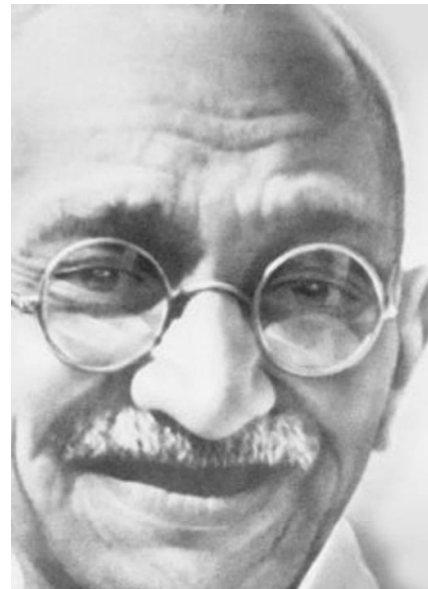




Be inspiring role models ...

When you live
ALIGNED
with your
values

 *magic happens.*



Be the change
you want
to see
in the world

-Mahatma Gandhi



Pro-Development can help with your journey





What will you do?

If you always
do what you
always did, you
will always get
what you
always got.

- *Albert Einstein*

“Every crisis brings the opportunity for leaders to step up and inspire others”

One action I will take to strengthen leadership in my charity



Thank you

Any questions?

If you need any further information or help, please don't hesitate to contact us.

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