LEADING DURING CRISIS AND CHANGE

Description:

We are currently experiencing the most significant generational and geopolitical changes since World War II. Millennials and Gen Z individuals are positioned to take on leadership roles across various societal institutions, including business, politics, education, media, arts, and entertainment. Geopolitical issues have impacted our economy and how we interact as colleagues in the workplace and in our communities. The U.S. presidential election will have diversity, equity and inclusion front and center as one of the key issues. These challenges have led to an increase in tensions amongst different groups within organizations. At times, these tensions have contributed to thoughtful discussions and at times escalated into conflicts within the workplace amongst colleagues and between employer and employee. For leaders, these issues have been exacerbated by a lack of awareness and empathy for those marginalized groups. However, the challenges are real as leaders must learn how to navigate an ever-changing world and workplace.

Join us as we explore these challenges and possible solutions with one of the most respected former Fortune 500 general counsel, now public company board member and now a talented musician for riveting discussion on her leadership journey and what we must do to establish a foundation for a better future.

Reference Materials:

- **Generational Leadership Transition**
  Millennials and Gen Z together will make up roughly 40% of the electorate by 2024, positioning them as influential players in shaping policies. These generations are characterized by their desire for systemic change and urgency to address societal challenges such as climate change, inequality, and personal rights. Gen Z, in particular, is more politically active and feels a strong sense of responsibility toward causes like reproductive rights, environmental protection, and racial equity. Many from these generations are motivated to lead by example, running for office or influencing change through grassroots movements (Harvard Gazette)(Deloitte United States)

- **Workplace Tensions and Leadership Challenges**
  In the workplace, these changes have intensified tensions. Gen Z and Millennials have high expectations for ethical behavior from employers, particularly in terms of DEI. They want workplaces that prioritize mental health, environmental sustainability, and inclusivity. If these values aren't met, employees often disengage, leading to higher turnover and even open conflict. Stress and burnout are particularly pronounced among younger workers, with 68% of Gen Z reporting high stress levels, which exacerbates workplace tensions (Imagine | Johns Hopkins University)

- For leaders, the challenge is navigating this complex environment. Many organizations struggle to create cultures that foster empathy and understanding, especially for marginalized groups. The upcoming U.S. presidential election is likely to bring DEI issues even more into focus, as generational tensions play out in both the workplace and broader societal discussions (Deloitte United States) (Imagine | Johns Hopkins University)