

Managing 5 Generations of Human Expectations

“Entrusted” to Do God’s Work Well and Together

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Overview

To effectively accomplish our ‘entrusted’ work in ministry environments, it is important for all of us to understand and seize intergenerational opportunities and appropriately mitigate our generational concerns.

This practical and relevant workshop will position many of the intergenerational issues as we bring transformational innovative work solutions to strengthen individuals, teams, and organizational cultures. Any rising intergenerational tensions are values-based, experience-based, behavior-based, and identity-based, thus solvable.

Christ as our Teacher: The mystery and wisdom contained within the Beatitudes can guide us to work more effectively together *because* of our differences. In our time together, we will affirm that acknowledging our “extreme need” of God is the first and necessary step toward the happiness of the Beatitudes.

How we apply the Beatitudes to our individual lives informs generationalism in a ministry work community. For perceived justice for our generation or for Jesus.



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“God cannot fill our cups with the Water of Life until they have been drained of all other waters.”

Sherwood Wirt-20th Century Evangelist

The Beatitudes in our intergenerational contexts are emotionally intelligent ‘descriptions,’ not demands.

- “Yield our Ground” (Meekness and Power)
- “Stretching out our Hand” (Forgiveness and Imitating God)
- “Poverty of Spirit” (Humility)
- “The Heart of God” (Peacemaking)
- “Powerful Light” (Purity of Heart)
- “Ours is the Kingdom” (Our Collective Voice Forward)

Takeaways

- When we share and bring direct individual testimony within generationally shared Christian work environments, we can “heal” injury in generational perceptions and bias.
- Understanding how more realistic expectations in age-related perceptions can lead to more positive workplace climates.

- At the moment, learning is designed to eradicate our tendency to lean into intergenerational stereotypes.
- Goal-setting for intergenerational strengths leaning forward between 2023-2030. (Example of Generational Collaboration Goals)
- Having a clear understanding of how media (good or bad within our biases) impacts our understanding of each other is vital.
- How no generation is exempt or 'finished' in lifework within God's Kingdom

The 5 Generations at Work for Ministries

Traditionalists: Born 1925 to 1945

Baby Boomers: Born 1946 to 1964

Generation X: Born 1965 to 1980

Millennials: Born 1981 to 2000

Generation Z: Born 2001 to 2020

Alpha 2021: (Pandemic Group) 2021-Present

Pew Research Center

In each of the five generations still at work in ministry environments, we can often unknowingly operate from our achievement, image, and ego orientations. These can work both positively and negatively. We have outstanding opportunities to forge united and effective collaboration out of our potential generational confusion – with differing styles, tools, and communications.

In spite of our intent to do what is right and good, perceptions, as generational differences, can become tense and uncomfortable. We can miss opportunities to seek better generational needs and understanding: Examples can include simple and complex areas of shared work.

“On the third day of the fast, Esther put on her royal robes and entered the inner court of the palace, just across from the king’s hall. The king was sitting on his royal throne, facing the entrance.

“When he saw Queen Esther standing there in the inner court, he welcomed her and held out the gold scepter to her. So Esther approached and touched the end of the scepter.

“Then the king asked her, ‘What do you want, Queen Esther? What is your request? I will give it to you, even if it is half the kingdom!’

Esther 3:1-3

Earned vs. Entitled: Perceiving our own generation as having worked for title and responsibility while perceiving another generation as expecting to be given things without truly earning them; or perceiving our own generation’s time has come, and it is time for other generations to diminish or to just go away.

High tech vs. Low Tech: Leveraging technology in the workforce versus more traditional means of doing work (also includes tensions related to the ability to utilize technology and lack of sufficient recognition for innovative technological development.)

Skilled vs. Unskilled Communication: Perceiving our own generation as strong in communication skills while perceiving another generation as unable to communicate effectively.

Chat GPI Influences: Every time we are reminded of AI in a big way, and Open Source AI often does this, it prompts our concern about whether it will put humans

out of work. This causes some to feel technically insecure in every generation. It is possible for us to work together to realize that while some jobs may become redundant, the need for people won't. This demands our careful steps, even in succession strategies.

Instead, we can learn to work alongside AI, using it as a tool to augment our own collective ministry skills while we responsibly automate the routine. This benefit for Kingdom purposes is that it frees up our time to concentrate on evangelism and discipleship. It also allows talented people in repetitive roles to grow in other areas of their potential skill development. Our human roles in strategy, innovating, complex problem-solving, and human experience leveraged skills that require spiritual maturity, emotional intelligence, and empathy will not fade from our commissioned and entrusted work. For ministries, the need for Beatitudes infusion into our working with humanity in programs and each other will not be diminished or stopped.

Takeaways & Samples

Real World HR content tools are provided as individual and team development samples and designed for "all" generations in ministry work environments. These sample tools may include:

- Co-creating cross-generational job requirement language (intentional openness)
- Training focus and systems for generational inclusion
- Policy development designed for appropriate retention of skills
- Skill-based design of a job requires knowledge and competencies versus experience

- Evaluation programs that enhance cross-generational learning and sharing
- Talent acquisition, onboarding, and retention strategies aligned to "belonging" together in our entrusted work
- Chat GPI examples in real-world ministry content development for people management and care efforts

We will explore our futures in Intergenerational ministry

The top people-focus and HR/OD trend areas for ministry from 2023-2025 (Interactive) can be established as goals.

- Employee experience and "opening up" human engagement
- Our human approach to employee/manager (team/leader) relationships
- Talent shortage
- Talent acquisition
- Talent retention (what is "long enough"?)
- Contingent workers (why, when, and how)
- Perfecting hybrid and remote work
- Designing jobs and essential functions aligned to positively stewarding open-source AI
- Employee visibility
- Employee development

Moving Forward: Setting Generational Relationship Goals and Focus



As a 501(C)(3) nonprofit, The Learning Wall helps guide individuals, teams, and organizations into greater levels of integrity and competence. For more info, visit

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