

Encouraging and Mentoring the Next Generation

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**“Great leaders are always training their replacement”
– Micheal Pollack**

But that’s not enough. As a strong and successful leader, you will also be equally invested in the advancement of your team, helping them to gain skills and build their careers. Too many leaders don’t get it, but their own growth depends on helping others grow. Just as you have your own personal strategy for career advancement, you should be training, ***mentoring & encouraging*** your successors so that your move upwards can be supported by a loyal and well-trained replacement, fully equipped to step into your shoes.

TOPICS OF DISCUSSION

- ✓ ENCOURAGING
- ✓ MENTORING
- ✓ GENERATION NEXT

en·cour·ag·ing

adjective

giving someone support or confidence; supportive.

"she gave me an encouraging smile"

positive and giving hope for future success; promising.

"the results are very encouraging"





men·tor

Noun

an experienced and trusted adviser.
"he was her friend and mentor until his death in 1915"

verb

advise or train (someone, especially a younger colleague).
"both trainees were expertly mentored by a site supervisor"



“Generation Next”

the cohort of young adults who have grown up with personal computers, cell phones and the internet and are now taking their place in a world where the only constant is rapid change.



Douglas County BOC Info

1,111 total employees (not including poll workers)

962 FT & 149 PT

558 Female (50.23%)

553 Male (49.78%)

1 Indian / Alaskan (.09%)

2 Asian (.18%)

4 undisclosed (.36%)

16 Two or more races (1.44%)

34 Hispanic / Latino (3%)

345 African American (31%)

709 Caucasian (63.82%)

Average age is 44.33

Oldest 87 🧓

Youngest 16 🧒

ORGANIZATIONAL WEAKNESSES & THREATS...

➤ AGING WORKFORCE

➤ RETIREMENT EXPEDITER (SUNSET CLAUSE)

➤ SKILLS GAP

➤ STIFF COMPETITION FOR TALENT

ORGANIZATIONAL STRENGTHS & OPPORTUNITIES...

➤ YOUNG WORKFORCE

➤ PLATINUM BENEFITS PACKAGE

➤ “TERRIFIC” LEADERSHIP APPROACH

➤ STIFF COMPETITION FOR TALENT



“TOGETHER WE RISE”

