

The Experienced Crew-Millennial Advantage: Winning Safety Strategies Across the Great Divide





**March 14, 2018—WEDA Midwest Chapter Meeting
Toledo, OH**

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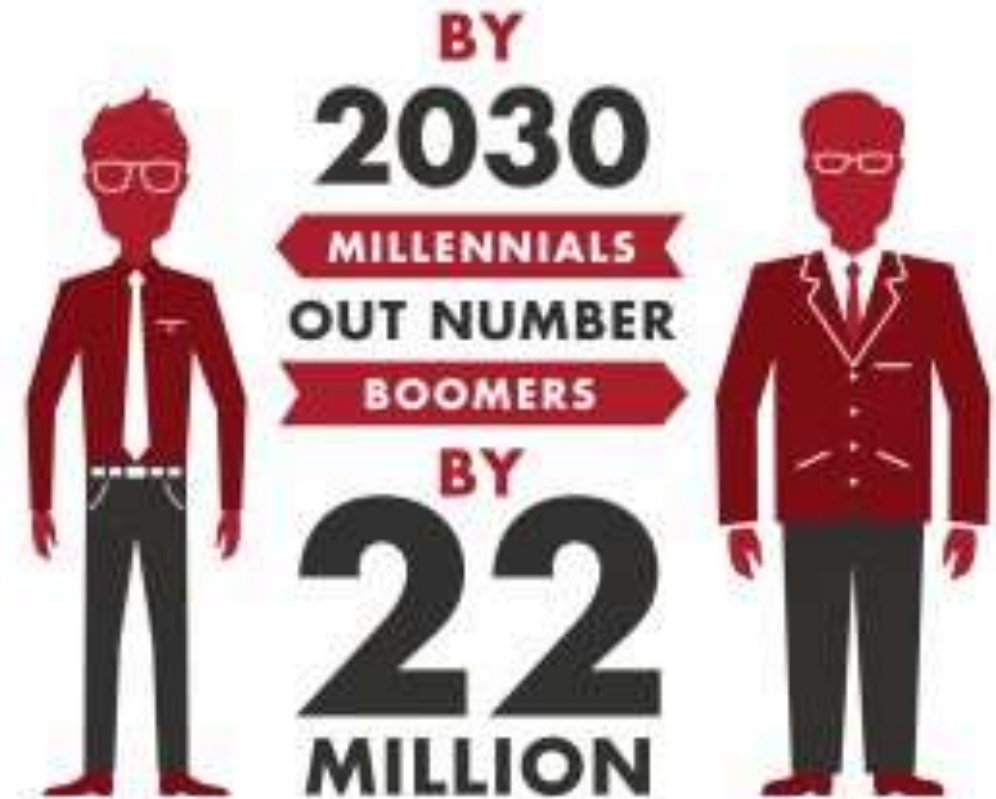


Don't let a date define you!

(But, here are some dates that define the generations.)

			
Traditionalists <i>(Born before 1945)</i>	Baby Boomers <i>(1946-1964)</i>	Generation X <i>(1965-1980)</i>	Millennials <i>(1981-1995)</i>
<ul style="list-style-type: none">- 12% of the workforce- Value hard work- Expect work to be done in the office and measured in hours- Comfortable with traditional workplace hierarchy- Value respect for authority	<ul style="list-style-type: none">- Peaked at 79 million in 1999- Individualistic and optimistic- Value engagement- Expect advancement and positive interaction- Want to be respected and appreciated	<ul style="list-style-type: none">- Smaller than Baby Boomer and Millennial generations- Pragmatic and skeptical- Tend to be disengaged- Want work-life balance- Chafe under the rules	<ul style="list-style-type: none">- 75% of workforce by 2025- Enthusiastic and self-confident- Want to be recognized for achievements- Value innovation- First tech natives- Struggle to work with people who don't seem as smart or socially conscious as they are

Millennials aren't
going anywhere.



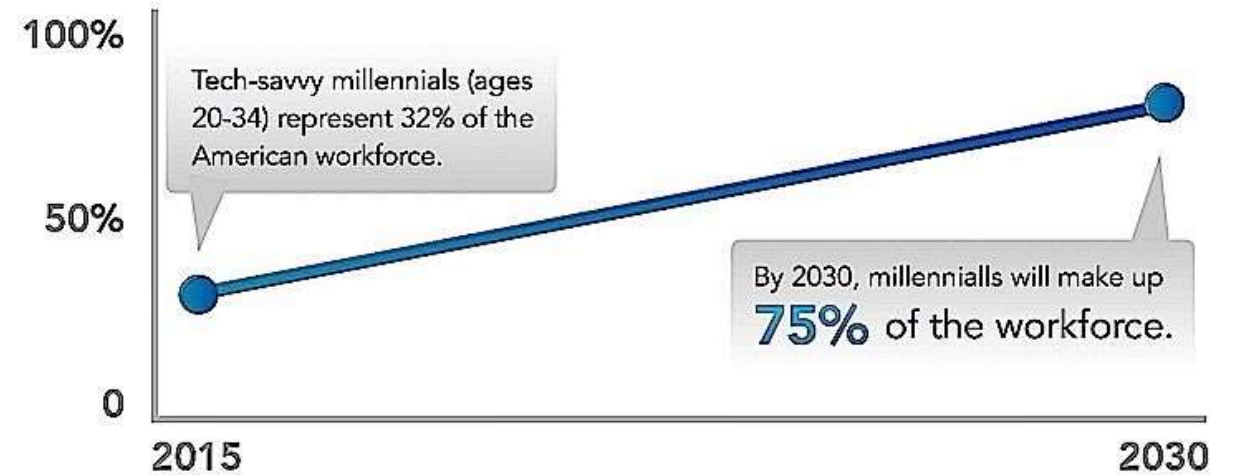
But the rest of the workforce is...



From Baby Boomers to Millennials



Approximately **10,000** Baby Boomers retire each day.



Tapping Into Innate Safety Leadership Potential

Experienced Crews

Rooted in human relationships (brother's keeper) more than tech

Sea stories as reality check on "It can't happen to me."

Technical and operational knowledge

Safe-work role models (the good ones)

Work ethic- know the value of a good day's work

Want permission to put families first

Tapping Into Innate Safety Leadership Potential

Millennial Crews

Tech-savvy

Mobile- willing to go where the work is

Data and results-driven

Low-risk tolerance

Desire for meaningful paid work

Take permission to put family first

Organization Performance Factors

Organization Factor	Key Question
Clear Performance Expectations	Do people know what they're supposed to do? Revise, rework, collaborate, clarify, align, communicate
Necessary Support	Do people have what they need to do what they're supposed to do? Commit, build, redefine, clarify, recondition, purchase, redesign, align, integrate, invite, coach, mentor, apprentice
Clear Consequences	What will happen when people do what they're supposed to do? Ensure access and consistency, align, invest in, innovate, listen to, research
Prompt Feedback	Do people know if they're doing what they're supposed to do? Follow-up, communicate, share authority, balance, influence, celebrate
Individual Capability	Are people capable of doing what they are supposed to do? Recruit, hire, recognize, stretch, challenge, rethink, redefine
Necessary Skills and Knowledge	Do we know what we need to know to do what we're supposed to do? OJT, one-to-one, job tools, special projects, cross-train, invite to meetings, read, write, participative classroom, attend/present at/hold conference, professional associations, social action, learning partners, satellite learning, teleconference, innovate, celebrate



**Safe, efficient production is the standard,
regardless of age and experience!**

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