



BRIDGING GENERATION GAP
THE 21ST CENTURY LEADERSHIP: CONVERGENCE
AND DIVERGENCE
WHITESANDS RESORT , MOMBASA
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Introduction



- **What is Generational Gap?**
- **Who are Millennial workforce?**
- **What are the Stereotypes/myths around the Generation Gap debate?**

WHERE ARE WE COMING FROM?

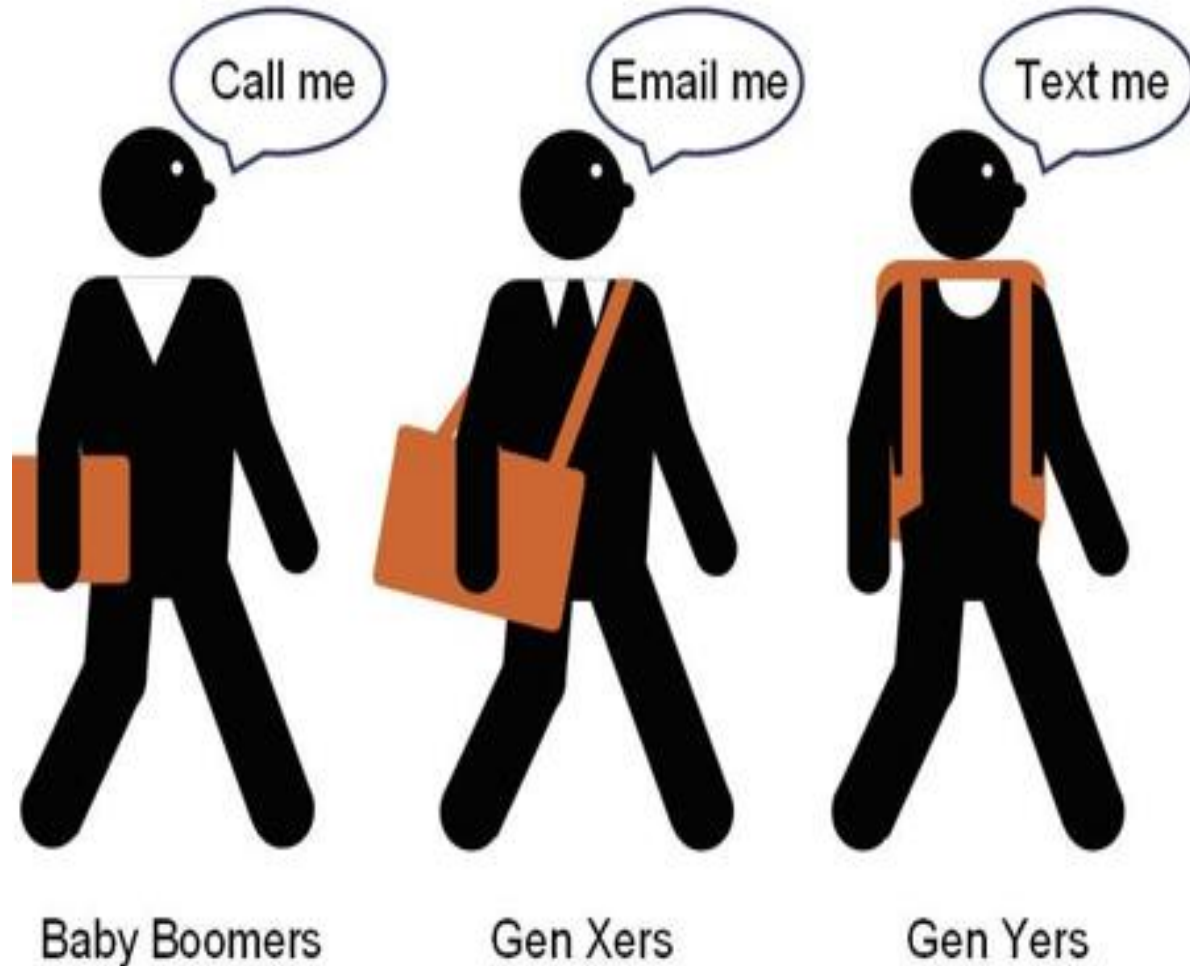


**Baby Boomers -
born upto 1964**

**Generation X –
1965 to 1976**

**Generation Y
(Millennials) – 1977
to 1997**

**Generation Z – Born
after 1997**



GENERATION WORKFORCE SHIFT BY 2020



| | 2017 | 2020 |
|-------------------------------------|------|------|
| Pre-BB (pre-1946) | <1% | 0% |
| BB First Wave (1946-1954) | 11% | <6% |
| BB Second Wave (1955-1964) | 16% | 13% |
| Generation X (1965-1977) | 27% | 26% |
| Millennials First Wave (1978-1989) | 27% | 27% |
| Millennials Second Wave (1990-2000) | 17% | 24% |
| Post-Millennial | >1% | >4% |

MACRO FORCES



- **Globalization**
- **Technology**
- **Institutional insecurity**
- **The information environment**
- **Human diversity**
- **Virtual reality**

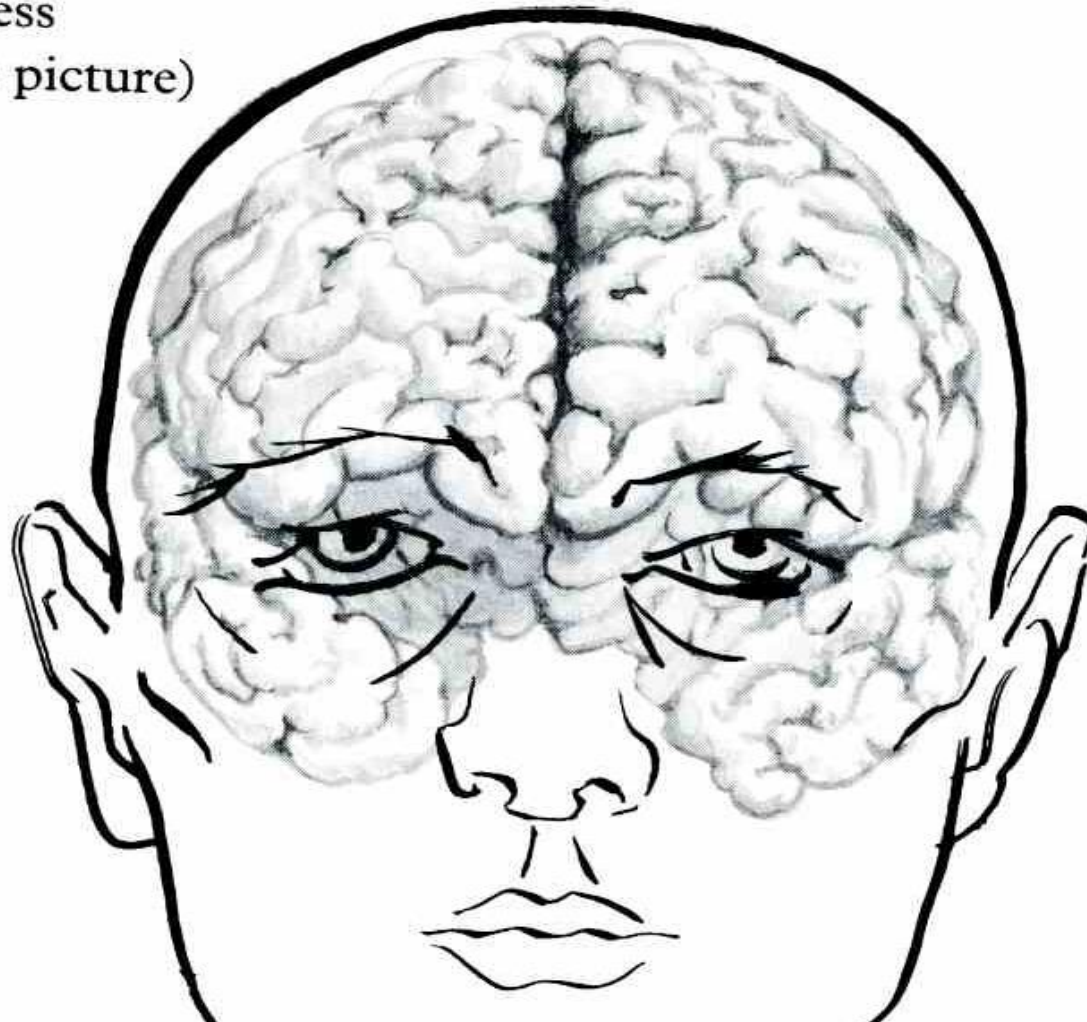
GENERATION THINKING GAP



R

L

rhythm
spatial awareness
Gestalt (whole picture)
imagination
daydreaming
colour
dimension



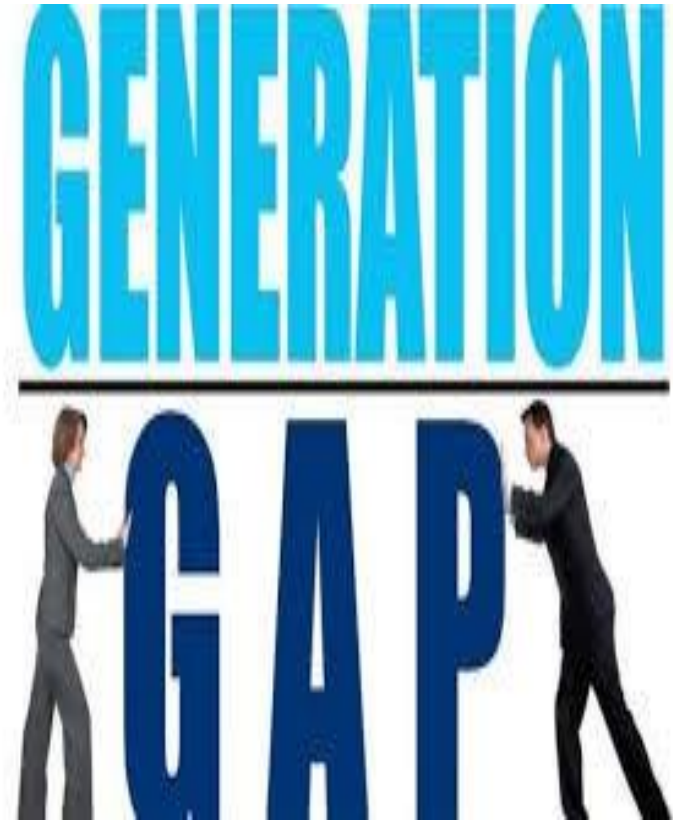
words
logic
numbers
sequence
linearity
analysis
lists

GENERATION GAP

DIVERSITY



GENDER ISSUES



Bridging the Gap



SENIOR LEADERS

- **Patience**
- **Flexibility**
- **Empathy**
- **Mentorship**
- **Coaching**
- **Role models**
- **Communication**

JUNIOR LEADERS

- **Empathy**
- **Flexibility**
- **Support**
- **Patience**
- **Open**
- **Communication**

BURN OUT SCARE



**Burn-Out' Is Now a
Legitimate Syndrome
According to The WHO.**

CARLY CASSELLA

29 MAY 2019

**(This cuts across
generations)**

Burn Out



Workplace 'burn-out' has become such a serious health issue in the modern age, it's now been reclassified by the World Health Organisation.

Burn Out



WHO characterises burnout:

"feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy."

Burn Out Scare



Some STUDIES reveal that the profound emotional exhaustion and negativity brought on by burn-out can actually change a worker's brain, making it harder for them to deal with stress in the future.

Burn Out Scare



Neuroimaging research findings have shown similarities between the brains of those who suffer from early-life trauma and those who deal with clinical burn-out in adulthood.

Burn Out Red Flags



- **1 out of 6 employees are struggling with mental health (unmanageable stress, anxiety and depression)**
- **1 out of 5 employees that disclosed about their mental health were either sacked or forced out of their job**

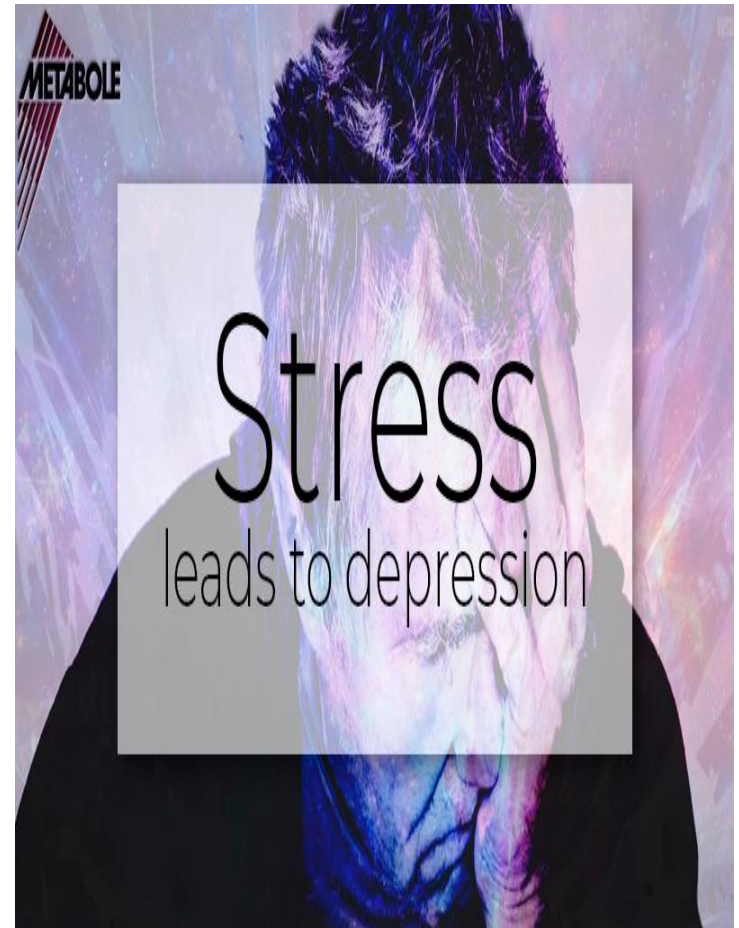


© Can Stock Photo

Burn Out



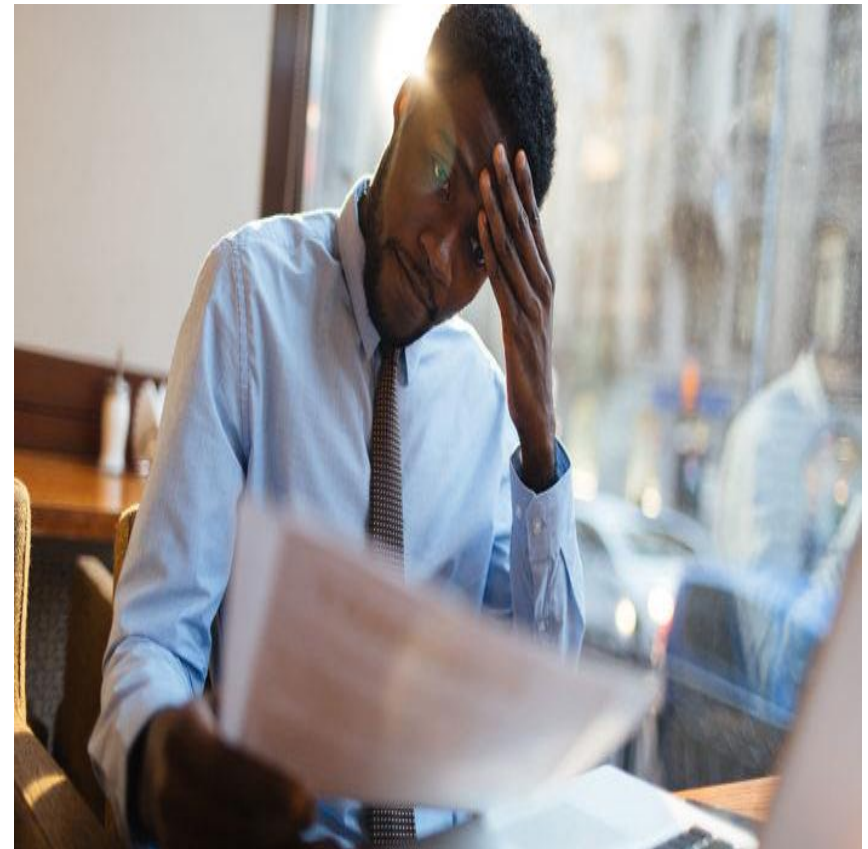
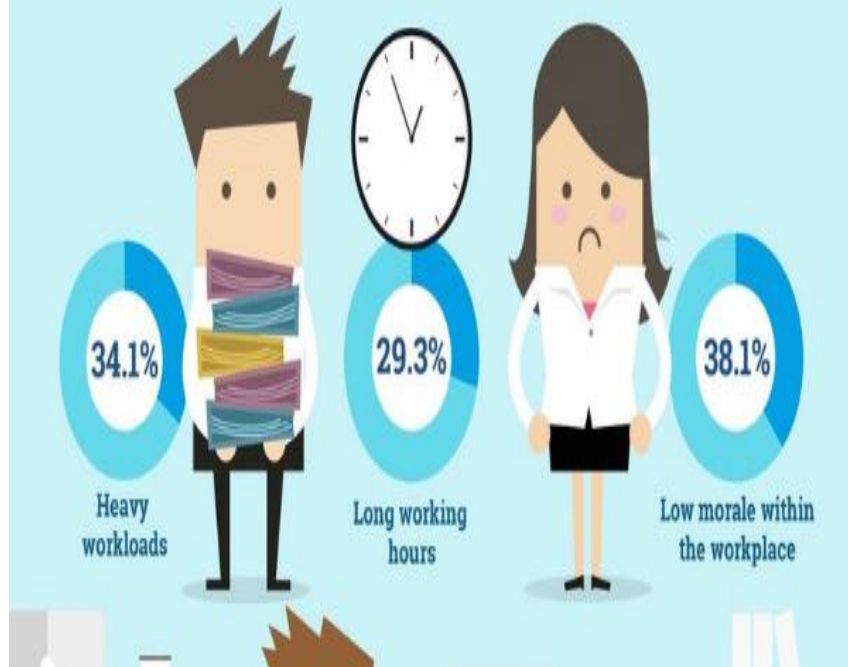
**Continuing to work
without adequate
social support or care
leads to burn-out,
declining functioning
and risk of mental
health problems**



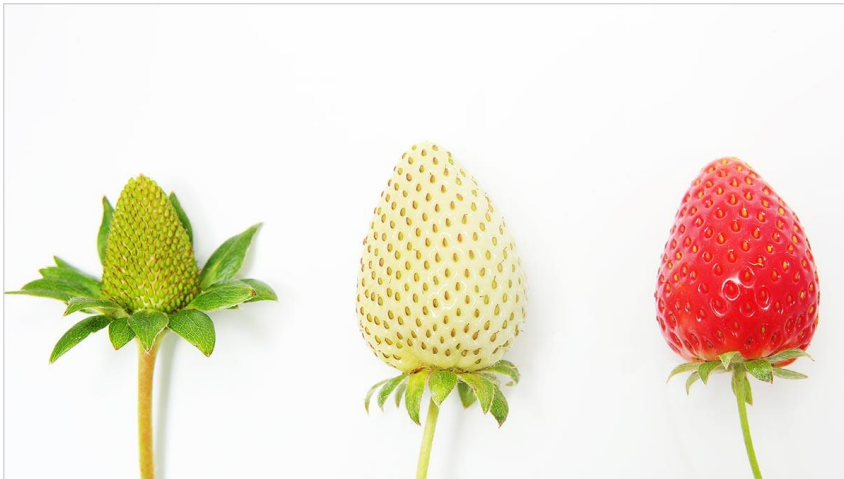
Causes of Burn Out



What causes workplace stress?



Workplace Mindful Self Compassion



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**STRIVE TO BRIDGE THE GAP FOR A
BETTER TODAY AND TOMORROW**

THANK YOU!

DR. SUSAN GITAU