

# *Millennials and Us!* *The Opportunity*

Dr. Dean Radtke - Plenary Session:  
Kingdom Business Summit 2019

# Q's

What legacy will you leave?

What would happen to your organization if you are not there?

How far would your organization go without you?

How long would it last?

What is God's measure of your success?

Colossians 4:17

.....take heed to the ministry which thou has received in the Lord ~ that thou fulfill it!

# Q.

What is the greatest vulnerability your organization faces?

# Millennials -

- Millennial video to be shown

# ATTRACT, RETAIN + TRAIN

Gen Y

Generating Millennials

(Attract, Retain + Train)

Most energized, eagerly capable  
generation to enter the workforce

Discipleship/Team

Scriptural System

That provides:

Involvement

Collaboration

Empowerment

Innovation

Authenticity

Earnings

Culture

PERPETUATING  
THE SUCCESSION PLAN OF CHRIST  
BY DEVELOPING GENERALISTS  
[GENERATIONAL COMPETENCE]

# **GENERALIST**

## **Benefits:**

**Build The Future**

**Perpetuate What God Started With You**

**Continually Put The Future In Motion**

**Drive Real Results**

**Provide A Wider Base Of Leadership**

**Provide A Stronger Base of**

**Discipleship/Training (CTTM)**

**Provide A Significant Structuring Flexibility**

**(Varied capabilities, Broad competence,**

**Widespread experience)**

**Lead Others On Your Behalf**

**Provide Freedom And Personal Mandates**

**Set The Stage For The Next Generations**

**Drive Innovation Plans And Strategies**

**Purge B.A.U.**

**Decentralize Decision Making**

**Stimulate Pace Of Change**

**Replicate The God In You/Bequeath**

# GENERALIST

## Qualities:

**Core Competencies**

**Balanced- EQ/IQ Facilitators**

**Multi-Dimensional**

**Transferable Experience & Skill Sets**

**Value Importance Of Continual Improvement**

**Train & Develop (Disciple) Future**

**Generations/Results and Capabilities**

**Implement/Conduct Strategic Planning**

**Process**

**Master Strategists, Decision Makers = Value**

**Creators**

**Master Innovation Facilitators/ +**

**Innovators Themselves**

**Master Facilitator + Discipler**

**Question + Have A Disdain For The Status Quo**

**Anticipate What Could Go Wrong**

**Detecting Gaps: Results + Behavior**

**Focus On Root Causes and Not Symptoms**

**Focus On Organizational Learning**

**Decision Making Prowess**

**Calculated Risk Takers**

**Stay Focused R.O.1/Bottom Line/ Prioritization**

# **CULTIVATING GENERALISTS**

## **Building Depth in the Breadth of Competence**

### **Talent Mindset**

**Making Talent a Strategic  
Responsibility**

### **Value Standard**

**Establish a continuous improvement  
culture**

**Assessment: Realtime/Relentless  
Performance targeting: Aim/Honest  
Value Maximization: Utilization/  
Experience Replication: 85% Rule  
Replacement: Upgrade**

### **Fast Tracking**

**Multi Tasks = Perspective**

### **Cross Over**

**Mentoring/ Trust Factor  
Overcoming Fear  
Destiny Focus**

### **Escalating Levels**

**Silo Minimization  
Vertical to Horizontal  
Contribution Art Forms/ Skill Sets**

### **Stretch Enrichment**

**Task Forces/ Special Projects  
Think Tank/ Tough Issues  
Innovation Assignments**



# **CULTIVATING GENERALISTS**

## **Building Depth in the Breadth of Competence Continued**

### **Innovation Collaboration**

**Optimum Challenge Teams**

**Lead/ Mix Expertise**

**Cross Rough Experience**

### **CEO Stuff**

**Continual Focus/ Thinking**

**Creativity**

**CTTM BREADTH + DEPTH OF GENERALISTS**

# LASTING VISION / MISSION

Generalists  
(Lasting Mission/Vision)

Critical for your survival  
Business people (ing)  
Self-Destructive

Ensuring long term  
organizational  
success

Building a succession legacy culture

Bequeathing a reason for your existence

Giving God an R.O.I.

# THE CONNECTOR

Teams

(The Connector)

Teams are the fastest way to learn

Everyone on a team

Primary building unit

Discipleship Central

Learning Laboratory

⊕ Effort / Weight

✕ Effect / R.O.I.

Deep Competency

Captures capacity

67

85 % Rule

BUILDING A HIGHLY TORQUED  
PERFORMANCE ORGANIZATION  
AND  
GAINING A QUALITY OF LIFE  
[NOT AN OXYMORON]

**WARNING**

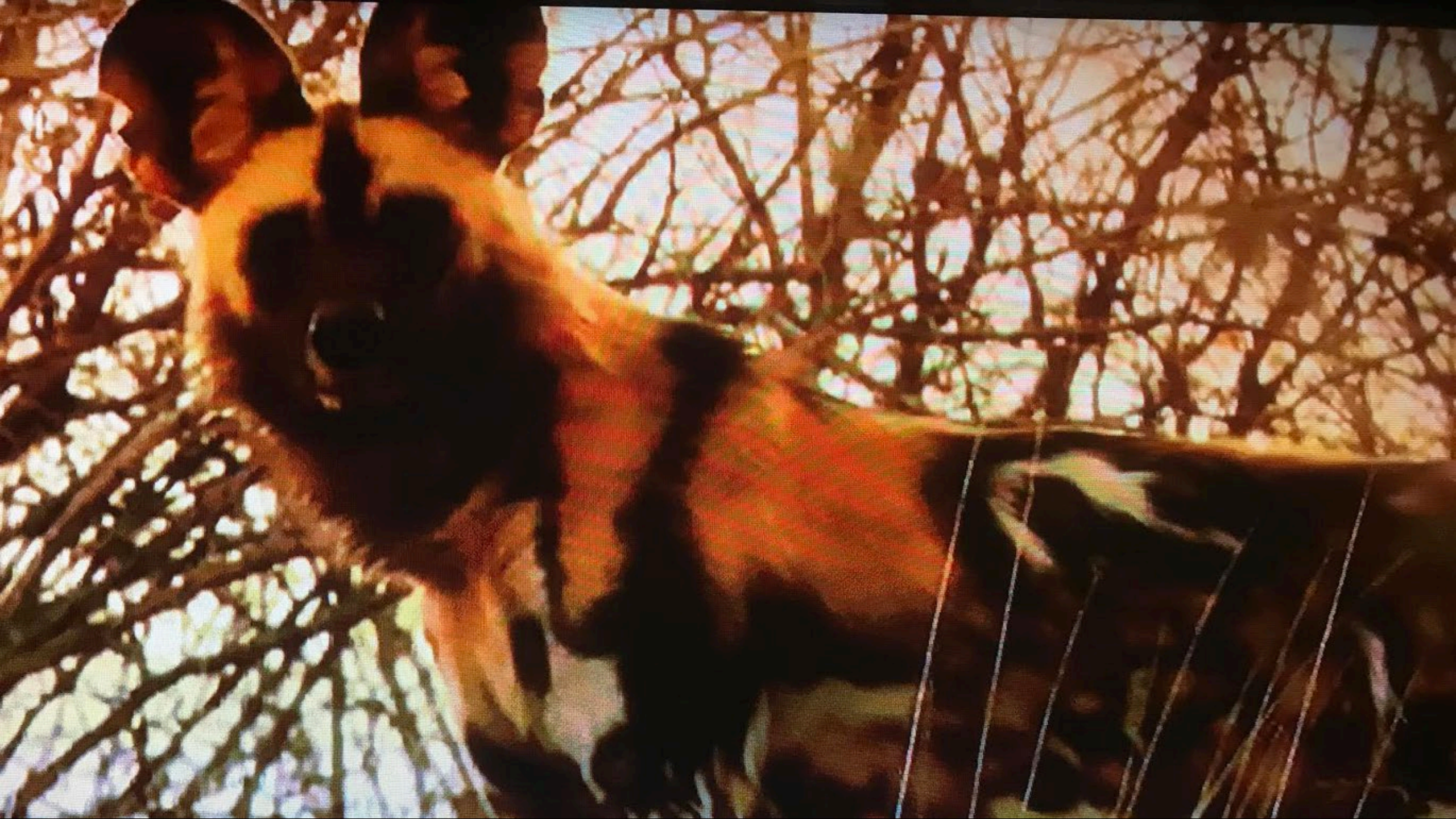
Dysfunctions



























Gen Y Generating Millennials	Teams	Generalists
<p>(Attract, Retain + Train)</p> <p>Most energized eagerly capable generation to enter the workforce</p> <p>Discipleship/Team Scriptural System That provides:</p> <p>Involvement Collaboration Empowerment Innovation Authenticity Learnings Culture</p>	<p>(The Connector)</p> <p>Teams are the fastest way to learn</p> <p>Everyone on a team</p> <p>Primary building unit</p> <p>Discipleship Central</p> <p>Learning Laboratory</p> <p>✦ Effort / Weight ✦ Effect / R.O.I.</p> <p>Deep Competency Captures capacity 67 85 % Rule</p>	<p>→ Generalists</p> <p>(Lasting Mission/Vision)</p> <p>Critical for your survival Business people (ing) Self-Destructive</p> <p>Ensuring long term organizational success</p> <p>Building a succession legacy culture</p> <p>Bequeathing a reason for your existence</p> <p>Giving God an R.O.I.</p>