

STRATEGIC LEADERSHIP DEVELOPMENT | DEBBIE BUSCHMAN, MPA, CDO “Leadership Skills for Boomers to Zoomers” DR. GREG BUSCHMAN, PH.D.



If you are like most leaders, hearing the words ‘Generational Diversity’ or thinking about the ‘Great Resignation’ might leave you feeling a little uncomfortable, or even a little fearful, about the future of your organization. Recruiting, developing, and building diverse high-performing teams requires leaders to have the KSAs to connect with and inspire all generational cohorts to improve performance.

Our groundbreaking book on inter-generational leadership skills is in its second edition and has been read in over 14 nations by management scientists and organizational leaders just like you. It’s time to lean in and recruit, develop, and retain diverse top talent from each generation. Let Debbie and I come along side your organization to help inspire your leaders through innovation, creativity, and managing change successfully.

Popular Speaking Topics and Master Workshops:



ENGAGING

LEADERSHIP FOR BOOMERS TO ZOOMERS

The words “Generational Diversity” might be leaving you feeling a little uncomfortable, unsure, and even a little fearful, about the future of your organization. Diversity done right inspires, motivates, and boosts employee satisfaction and productivity. Topic take-a-ways are:

- Keys to recruiting, developing, and retaining top talent from each generation.
- Motivational differences in workplace preferences and value systems.
- Workgroup member assimilation: generational differences in team building.
- Generational leadership expectations and style preferences.



INTERACTIVE

LEADERSHIP MATURITY FRAMEWORK

Surprising to most people, as young leaders Gandhi and Nelson Mandela advocated violence. I know that sounds strange, but they did! However, as they matured as leaders, they learned better ways of motivation. Leadership maturity is not about age or experience, it is about skill and competence. Topic take-a-ways are:

- Discover your level of maturity and how to obtain high levels of maturity.
- Leadership maturity and its effects on organizational decision making.
- Leadership maturity and its effects on innovation and team performance.
- How to accelerate leadership maturity in current and emerging leaders.



PRACTICAL

RECRUIT, GROW, AND RETAIN TALENT: Avoiding the Great Resignation

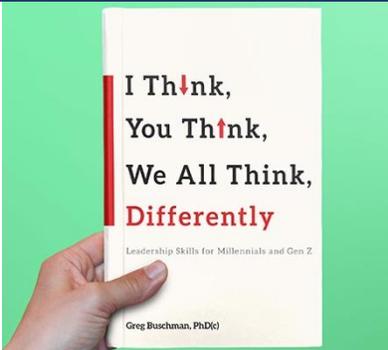
The one thing the Great Resignation has shown the world is that the Millennial and Gen Z generations are committed to what they believe. There are concrete reasons why Millennials and Gen Z employees stick with or leave an employer. The silver lining in the Great Resignation, is that the changes that the younger generations are demanding are changes that benefit us all. Topic take-a-ways are:

- Top reasons Gen Z and Millennial employees leave a job within two years.
- Top reasons Gen Z and Millennial employees stay more than five years.
- Why and how Gen Z and Millennial employees are choosing employers.
- Winning the hearts of Millennials and Gen Z employees.
- Keys to motivating, retaining, and promoting top performers.

Past Engagements:



STRATEGIC LEADERSHIP DEVELOPMENT | DEBBIE BUSCHMAN, MPA, CDO “Leadership Skills for Boomers to Zoomers” DR. GREG BUSCHMAN, PH.D.



I Think, You Think, We All Think Differently: Leadership Skills for Millennials & Gen Z Kindle Edition

by Greg Buschman Ph.D.c (Author)

#1 New Release in Business Management



More Popular Speaking Topics and Master Workshops:

TESTIMONIALS:

STRENGTH BASED EMPLOYEE COACHING

Many people believe we are dealt a hand of cards in life, and we must make the best of the hand we are dealt. However, science has proven just the opposite. Every human has the ability to add strength “cards” to the hand nature dealt them. Topic take-a-ways:

- The manager’s role as a mentor/ coach, personal responsibility, and ownership in maintaining high levels performance.
- Dealing with performance, positive employee coaching skills
- Using strength building discipline versus demoralizing punishment.
- Improving employee satisfaction through motivation skills.



FOURSIGHT™ TEAM COLLABORATION MODEL

FourSight™ is the top teaming model for creative, innovative, and diverse team, as rated by IBM. IBM and dozens of innovative firms use FourSight™ as the underpinning for their teaming models. Topic Take-aways are:

- The FourSight™ Creative Mindset.
- FourSight™ Collaboration Model.
- How to optimize team member deployment.
- Creative Problem-Solving Leadership.



BOOK DEBBIE & GREG TODAY

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- "When you started demonstrating how to communicate with different generations, my leaders lit up. There's a real need for skills in leading the different generations. It's one of the greatest needs I see in public services". Chief Scott Sanford, Palm Harbor Fire & Rescue
- “Through his experiences and taking an intellectual dive into my leadership style, Greg showed me how to better deal with staff. For staff members who are a little more troubled he provides tools to influence them as well.” Eric Juckett, Director, Village of Wellington.
- "Understanding my FourSight™ preference helped pinpoint areas of frustration. I realize people aren't asking questions because they doubt our direction or leadership. They just approach problem-solving differently!" Cynthia Grizzle, Pres., Pritchett Steinbeck Group, Inc.
- “As a Millennial who has reported to Gen X and Boomer bosses, I wish I had this book sooner. Its concepts and truths help communicate across the generational divide. Communication and knowing your audience are vital in becoming an effective leader. Greg empowers you to do just that. Jenna Lewis de Ruibal, Project Manager, Feld Entertainment.

More About Greg:

Debbie Buschman, MPA, CDO has been a community leader in Pinellas County for over 20 years. She has served her community as an elected official as a Special District Commissioner, worked in the Public Defender’s office, and as the Director of Mentorship programs for Pinellas County Schools.

Dr. Greg Buschman, Ph.D., spent 30 years in corporate management where he gained a reputation for revitalizing underperforming employees, teams, and divisions. He created high-performance in-office and remote teams rewarded by national top performance awards, president’s and diamond club memberships, and presentations on business development to global business leaders.

Greg’s book, “I Think, You Think, We All Think Differently: Leadership Skills for Millennials and Gen Z”, was an Amazon #1 new release for business management and recently ranked the #8 must-read for leaders by the Nonprofit Leadership Center of Tampa Bay.

Their highly interactive courses, seminars, and workshops blend professional experience with academic research to create KSAs and KPIs based on applied theory and practice. These knowledge, skills, and abilities improve leadership effectiveness, employee satisfaction, team performance, and talent retention, innovation, and diversity.