



NHRMA 24

86TH ANNUAL CONFERENCE + TRADESHOW

CS20

Gen X, Gen Y, and Gen Z Climb Mount Everest (Stop Me if You've Heard This Before)

Gen X, Gen Y, & Gen Z Go to Mt. Everest

Stop Me If You've Heard This One Before



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Wade – How ya been? Hey. I'm going to do HR. I'm in the last part of my degree and I'm going to specialize in HR. Cool, right?

Huh?

It seems like fun. You're with people, help them, do fun stuff, and be in all the action.

SHRM

That's great! What do you want to do in HR?

Why do you want HR?

Hmmm...where did you get your information? LOL

Let's talk...





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QUIZ

Do You Remember?



Was it this?

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Or this?



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You became...

(The Company Swiss Army Knife)

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Resulting in This

(Chief Cat Herder)

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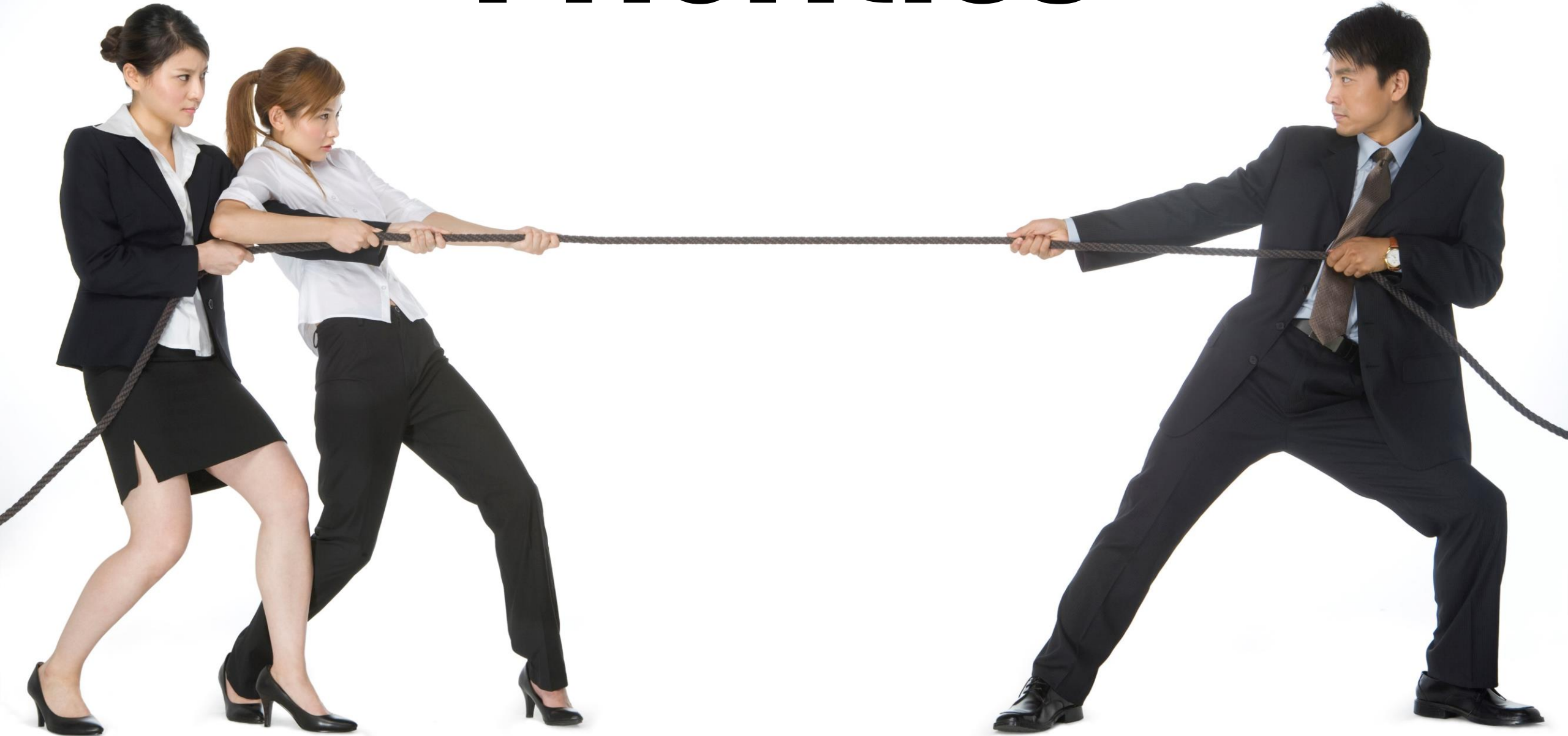


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Which can lead to...

Priorities





Alignment



What Stops Us?



What is Yours?

Where the Story Begins



Actually...



“Let’s Go On A Hike”



Lesson 1: Worry

- **Physical** **How do you prep for 18,000 ft?**
- **Gear** **Max 33 lbs**
- **Home** **Gone for 3 weeks**
- **Worst Case** **Are affairs in order? (It's Everest!!)**

Only 2 Things Really Mattered

Problem A: Cold



How do I
stay
warm?

Problem B: Heights

HILLARY SUSPENSION BRIDGE

124M HIGH

How do I cross that bridge?

Choose How to Meet Problems

Cold

(a) Test Gear

(b) Rely on Experience

Heights

Cross that bridge when I get there

A photograph of three men standing on a sidewalk in front of a building with large glass windows. The man on the left is wearing a grey jacket, brown pants, and a tan beanie. The man in the middle is wearing a dark green puffer jacket, dark pants, and a black baseball cap. The man on the right is wearing a black vest over a grey long-sleeved shirt and black pants. They are all smiling. In front of them are several large gear bags, including a blue one, a red one, and a large brown one with a red logo. To the left, there are metal luggage carts. To the right, there is a wooden bench and a bicycle leaning against a metal pole. The background shows a parking lot with cars and a building.

**...no matter your
preparations...**

**...you don't know
until you get there.**

Best Preparation



**The answer
always lies in
the team...**

-Ret. Col. Pilar Ryan

Lesson 1: Worry

Focus on what **MUST** happen
vs. what **MIGHT** happen

What is YOUR Hillary Bridge?



Eventually...

Lesson 2: Next 3 Steps

Gotta cross that bridge!!

⇒ **Pride** – Can't be the “old guy”

⇒ **Necessity** – Can't turn around

⇒ **Survival** – Pack animals coming



**Avoid
Distractions**



In the Moment

**You've Gotta
Just Do It**

The Lesson May Follow



**The Heights
Won't Kill You**

Next 3 Steps



**Don't
Forget to
Look Up**

Lesson 2: Next 3 Steps

Don't avoid starting because of **future** problems you can't yet solve.

You'll figure it out...

Lesson 3: Acclimation

Acclimation ≠ Resting

- Competencies Are Developed
- Skipping Acclimation Can Be Deadly
- You Can Optimize Acclimation

Namche Bazaar





**“Rest
Day”**







Best Things Are Uphill

-John Maxwell



A photograph of two hikers standing on a rocky ridge. The hiker on the left is wearing a green jacket and a grey beanie, while the hiker on the right is wearing a black jacket and a tan beanie. They are both smiling. The background features a range of jagged, snow-capped mountains under a clear blue sky. The foreground is a rocky, sparsely vegetated ridge.

As the **air gets thinner...**

...you get **stronger...**

...and the **pictures** more **epic!**

Could We Skip Acclimation?



Lesson 3: Acclimation

Value

- Competency **MUST Be** Consciously Developed
- Skipping Acclimation Can Be Deadly, It **WILL Hurt**
- You Can **AND Should Optimize Acclimation**

Do Hard Things!

Lesson 4: Example

How we do

ANYTHING

is how we do

EVERYTHING



**Others
match what
we say and
do**

**Behaviors
Speech
Beliefs**



To Employees

**YOU
Are The
Company**

Lesson 4: Example

Awareness

Integrity

Consistency

Golden Rule of Leadership

*You get what you **TOLERATE & EMULATE***

Next...What do you want?



Lesson 5: Goals

- **Set YOUR Goals (That Matter)**
- **Align Goals with Actions**
- **Synergize Resources**
- **Healthy Dose of GSD**



End in Mind

**Vision
improves the
chance of
achievement.**



Kick Your Own Butt!

Invite Others

Optimize Resources

It's Not the Size of Your Runway



The Road Only Seems Long...
Consistency Counts





Purpose ≠ Passion

Purpose vs Passion



Journey vs Destination

Lesson 5: Goals

- Know What Matters & Go For It
- Recognize and Measure
- Align Efforts with Priorities
- Respect Others' Pathways

Big Take-Away



Same Trail

Different Journey







Ultimately



Recap

What is your Everest?

What are your F.E.A.R.s?

What are your next 3 steps?

Align people, practices, leadership



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