LEARNING TO LEAD THUMB TALKERS

Bryan G. Riebe
Recruitment/Retention Coordinator
South Carolina State Firefighters’ Association
I'm having people over to stare at their phones later if you want to come by...
The cigarette stamp ring just lost an argument, Chief. Better send over the examiner and the photog.
REALITY
CODE TALKERS
Millennial Objectives

- Will not sense JOMO…
- Will understand and give them Hundo P…
- Will be on fleek …
- TBH…
- Will say It me
- Will agree millennials can be Perf
Building Blocks

Basic Foundational Concepts

Core values  
constants in our world  
universal and primary to our existence

Absolutes  
black or white

Current Concepts  
Differing norms  
emphasize individual existence, freedom and choice  
view of the world is enough to be truth  
choose, and by choosing, define themselves  
“Just Do It”
Modern Generational Difference Factors

Societal

Change in parenting
- helicopter parents
- single parent homes, typically mother
- loss of instruction/example from father
- children left to themselves

Change in prominence of faith affiliation
- no longer central influence
- no extra-curricular groups, scouting, sports
Change in Governmental Involvement

Public dependence for government to meet needs

Entitlement mentality

Generational Distinctions

Traditionalists
Baby Boomers
i-Generation
X, Z, Millennials
REALLY?
How to react to generational differences?

1. Recognize the problem
2. Identify weaknesses
3. List options
4. Determine best response/action
5. Implement the decision
6. Test the decision
BUILDING BLOCKS

– Past/Traditionalists
  • Built department
  • Adherents to
  • Charted historical course

– Current/Boomers
  • Charting current course
  • Mix of adherence/science

– Next/Millennials
  • Charting future course
  • Seek the why

SO WHO ARE THEY?..........................
Millennials

- Born between 1982 and 2002
- More affluent, better educated, and more ethnically diverse than any generation in recent memory
- **Hypercommunicators:** Constantly in touch via cell phones, PDAs, internet, email, IM
- **Multi-taskers:** Can watch TV, talk on the phone, surf the net and IM all at the same time

Source: "Digital Kids: Who They Are, How They Learn"  
http://www.apple.com/education/digitalkids/  
© 2008 SYRF and Neil Spear
Why discuss?

- Traditionalists, Baby Boomers, iGeneration, X, Z, Millennials
  - Many similarities
    - Respect
    - Trust
    - Leadership
    - Learning
  - But ALL dislike change

*Use the commonalities to your advantage*
“In matters of style, swim with the current.
In matters of principle, stand like a rock.”

~Andrew Jackson
Here’s how it works - I teach. You learn. Then you share it...

Pay It Forward

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Optimal Organizations

Instill pride, boost morale

Promote
  Personal and Organizational Ethics
  Excellence
  Empowerment

Create Mission and Vision statements
  Clarify-who/what/why
  Guide to decision making-how/when
Code of Conduct
  Define expected behavior
  Govern relationship of members
    Fraternization
    Dating members
  Explorer or Junior programs
    Two deep leadership
    Female leadership/chaperones

Mentor
  Lead by example
  Strengthens bond between members
  Remember Active Listening
Avoid discrimination claims/charges
Address harassment
Promote reasonable accommodation

Employee Assistance Policy/Program
Alcohol/drug abuse
Familial concerns
Financial matters

Training
Plenty of 2-20’s
Challenge instruction
Protocols
- Government leaders
- Department Officers
- Visitors
- Flag
- Funerals
- Station
- Uniforms
- Timeliness
- Notifications

When an Elder speaks, Be Silent And LISTEN!
Protocols

– Station Phone
– Cell phones

Mobile Device Use In Meetings

To take notes
To multitask / Use the Internet
To share documents
To take pictures
For a video conference
To text meeting attendees
To join audio
To join a virtual meeting or presentation
Second Screen
To host meetings

Source: join.me, 2015
Protocols
  – Social media
Social media policy

**Most Popular Social Apps Among Millennials**

- Facebook: 76%
- Instagram: 43%
- Snapchat: 33%
- Twitter: 24%
- Google+: 18%
- Pinterest: 18%
- Vine: 11%
- Tumblr: 6%

As of June 2014 via Statista.com
Immature Thinking

I deserve!
I'm entitled!
Pay my bills!
Take care of me!
Do not offend me!
It's really all about me!

Mature Thinking

I must earn.
It's about others.
Challenge my views.
I will buy my own stuff.
Nobody owes me anything.
I'm responsible for my success.

QBQ.com
If Your Child Can Operate A Smartphone

They Can Use Any One Of These
NOW IT'S YOUR TURN TO BUILD ONTO WHAT WE'VE STARTED - AND MAKE IT BETTER.
THIS RATHER HURTFUL TONGUE-LASHING WILL BE FOLLOWED WITH A HUG, RIGHT?
THIS IS OUR SOCIAL NETWORK

Firefighter Funnies
AND WE WOULDN'T WANT IT ANY OTHER WAY
Bryan G. Riebe
South Carolina State Firefighters’ Association

864.313.0205

bryan@scfirefighters.org

www.scfirefighters.org

www.scvolunteerfire.org
Most Popular Social Apps Among Millennials

Slide 5
Maxwell Smart Shoe Phone
http://4.bp.blogspot.com/-8VVVCvq5ubA/VQoKWQGB8aI/AAAAAAAKkE/PbdMug1dwc/s1600/84487d1413205985t-smart-mr-big-episode.jpg

Dick Tracy

Captain James Kirk
http://www.thewomensroomblog.com/images/6a0105356c398f970c01538df9f4c7970bpi.jpg

Slide 12
Time Magazine Cover
https://media.licdn.com/mpr/mpr/shrinknp_400_400/p/8/005/0a2/3d4/1674e8e.jpg

Slide 22
Got All Of My Textbooks
Slide 24 Mobile Devices In Meetings
http://i.marketingprofs.com/assets/images/daily-data-point/millennials-mobile-140815.jpg

Slide 25
When is it okay to use cell phones?
http://www.pewsocialtrends.org/2014/03/07/millennials-in-adulthood/sdt-next-america-03-07-2014-3-14/

Slide 27
If Your Child Can Operate a Smartphone
https://s-media-cache-ak0.pinimg.com/736x/18/a7/03/18a7038bdf6240d327eaaab646d85239.jpg