



Leading

People Not Like You

Jim Schauer, Executive Director of Strategic Alliances (*EWN*)



Good news.
You can use this stuff *beyond work.*



But first - let's cover some *ground rules*.



I'm not any
better than you.



I'm not **NETFLIX**.

I don't care if you are still watching.



Speak up.
Maybe we will
learn something.



*Save the note
taking* for the
other sessions.



What to expect out of today's session.



Today's *Objectives*



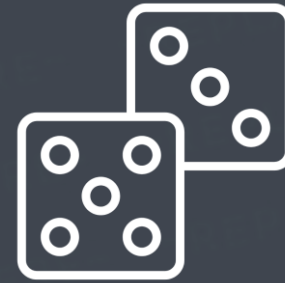
The Variables

Let's call a spade a spade, we have the most diverse workforce **EVER**.



Lots of Stories

No better way to **relate to today's content**, than real stories of life.



7 Precepts

Learn the tricks and techniques to **earn respect and lead your team**.



Walk With Action

What good is all of this without walking away with action to **apply the skills**.

The Variables: there are a lot.



REGIONAL (NORTH/SOUTH/EAST/WEST)

Different
Generations

POLITICS

PHYSICAL/MENTAL/EMOTIONAL

CULTURAL BACKGROUNDS

religion

**INTROVERTS VS.
EXTROVERTS**

*FULL TIME
PART TIME
"GIG"*

Men vs. Women

White & Blue Collar

These days...we have a *few more* to contend with.

Office vs. Remote

**RACE & ETHNIC
GROUPS**

EDUCATION LEVEL

marital status

sexual

orientation

rural vs. metro Income Level

Veteran v. Civilian

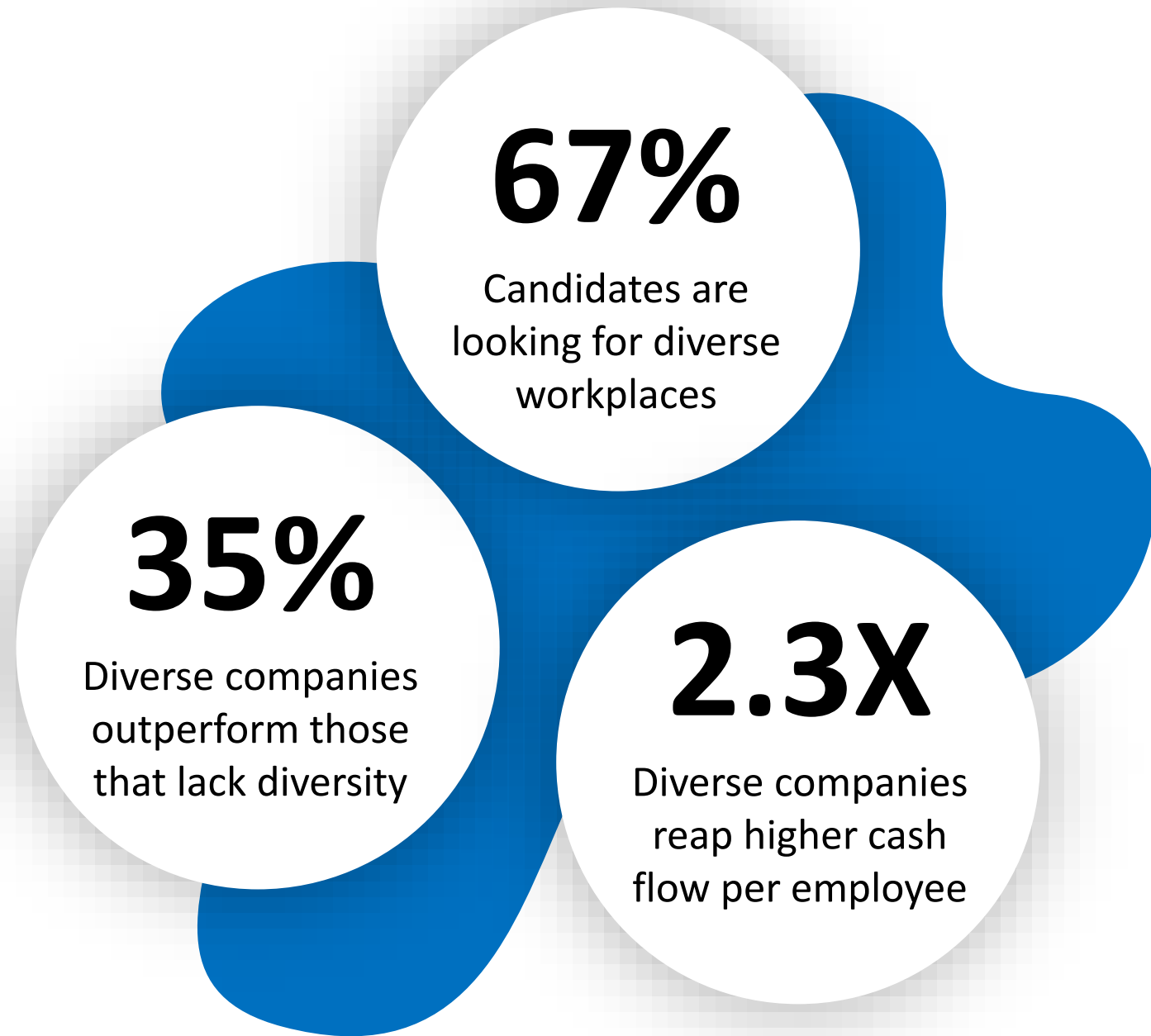


*You might find
yourself at a job
fair instead of a
conference.*



Want stats? **Fine.**

Diverse teams outperform
like-minded teams repeatedly.



Diversity is not a bad word - *it is reality.*



Some *natural feelings* you might be feeling on this topic.



ANXIETY

This topic naturally brings out a bit of anxiety for some. Don't run away.



STRESS

Do you feel your heart being faster, your ears hot? Deep breaths, please.



AWKWARDNESS

This is awkward for everyone, including me. However, it is our reality.



RESENTMENT

[Record scratch]
Now this one is a choice, and we need to fix it today.

The 7 Precepts for Leading People Not Like You



1



Break the ice already.

2



*Find a **common ground**.*

3



Build trust.

4



*Differences are **real & normal.***



This will change you, *ready?*



Women want all the options.



Men want 2-3.

Doorbuster



Toddlers' & kids' 4-16
80% Sale Cat & Jack® toddlers' and kids' 4-16 sweaters in assorted styles. Reg. \$14.99-\$19.99



Men's
80% Sale Goodfellow & Co.® men's 9-neck or crew pullover sweaters. Reg. \$24.99-\$49.99



Women's
90% Sale A New Day® and Vero Moda® "in Unseasonal Threads" women's sweaters in assorted styles. Reg. \$8-\$24.99. Save \$3-\$13.10. New sizes 4-10.



Sweaters for the family

\$10

Save up to 14.99



Doorbuster

\$1 Save over 60%
80% Sale Wild Fable® Youth® socks. Colors shown and more. Reg. \$2. Available in stores only.



\$3 Wondershop® cozy socks, gift card holder. Styles shown and more.



Doorbuster

\$10 Save up to 50%
Sale Select women's accessories. Styles shown and more. Reg. \$20-\$40



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\$8 Sale Cat & Jack® toddlers' jeans in styles shown and more. Reg. \$10



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\$10 Save \$5
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Doorbuster

\$10 Save up to 14.99
Sale Cat & Jack® toddlers' and kids' boots in styles shown and more.

Doorbuster



Puffer coats for the family

\$15 Save up to \$10
80% Sale Cat & Jack® toddlers' and kids' 4-16 puffer coats. Reg. \$20-\$30

\$20 Save \$15
80% Sale Goodfellow & Co.® or Unseasonal Threads® puffer coats. Reg. \$35-\$50. Sale \$20



Doorbuster

\$15 Save up to 60%
Sale Women's and men's boots in styles shown and more. Reg. \$24.99-\$39.99



*Give people what they **want.***

6



Agree to disagree.



I see it *differently.*



*Leave your **baggage** at the door.*



I need your **help.**

One last thing: *Walking Away With Action*



I'm going to run through these *fast*.



Awkward is OK.



Adapt to others.



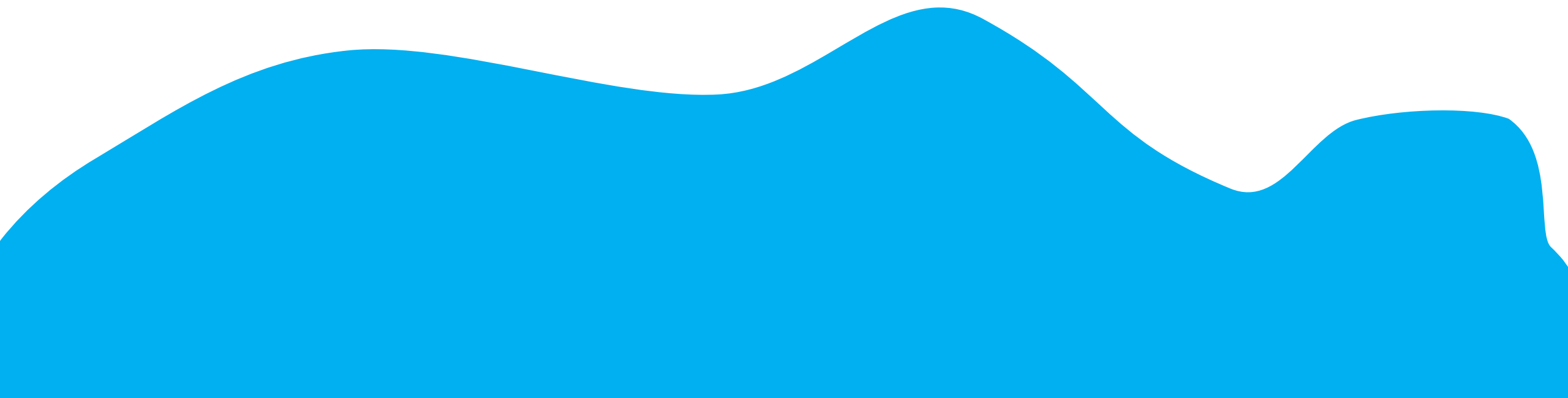
Simple words.



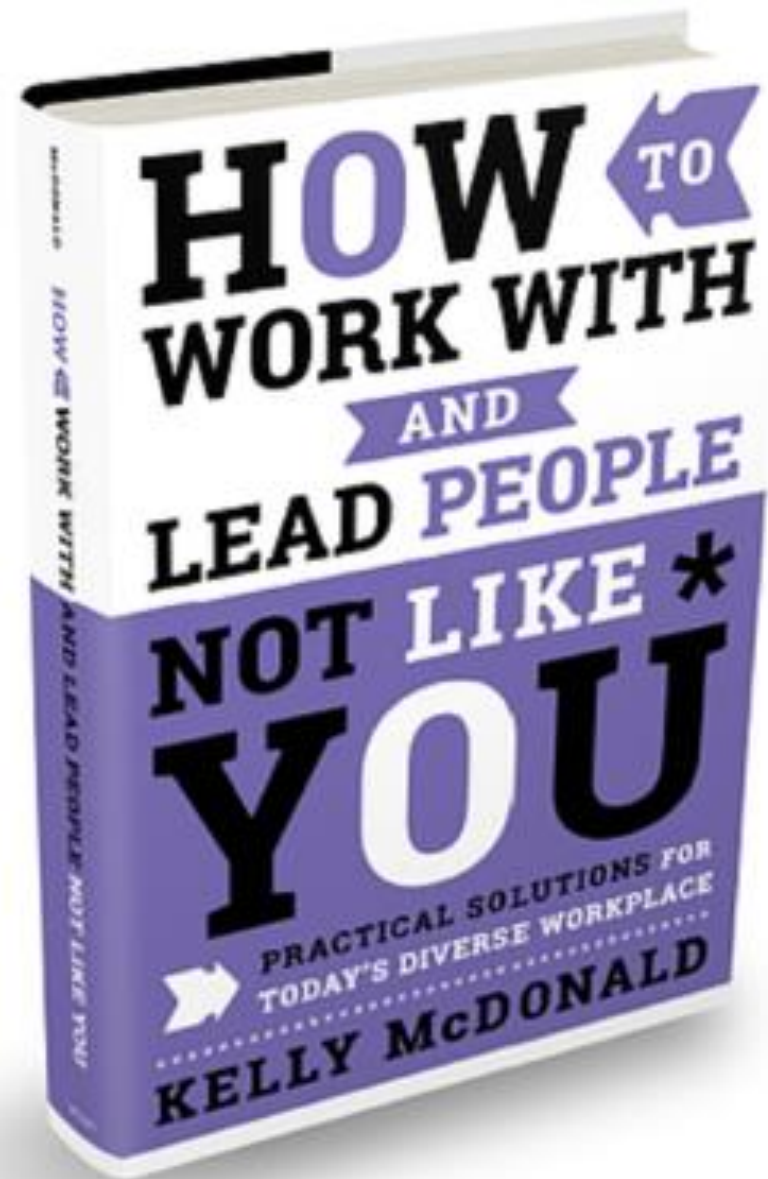
"I need your help."

Be a leader that *makes echoes.*

- Todd Henry -



Want to read more?



Remember “The world is built on relationships...great relationships result in marriage...bad relationships begin a war”

Most importantly – *thank you.*

- James “Jimmy” Schauer -



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