

Harold: In scout uniform:

**What is a generation?**

(Pull out physical dictionary) **The dictionary gives one meaning of generation as a group of people who were born in approximately the same time frame who share common cultural icons and attitudes. For example, we have the “TV generation” and the “YouTube Generation”—probably sitting together in this room.**

Sandra: In Scout uniform

**Scouting has been around for more than 100 years, and while much is the same, many changes have occurred. Think back on just the past 30 years. How is Scouting the same? How is it different?** (Hold up my Cub Scout uniform from 1970's.), hold up old scout books and scoutmaster manuals? Show items from past.

Harold & Sandra: As the discussion continues, Harold leaves are to change.

**For the next few minutes let's talk about “Why did it change? 1:30 What will future changes look like? 1:30 How are these changes a reflection of different generational input in the program?” 1:30** These are all audience inputs and discussion.

Sandra:

**Remember back to our discussion of diversity on Day Two. We discussed differences in gender, educations, ethnicity, and many other factors, including age. We currently have four major generations (quickly approaching five) participating in our program. Each group has different expectations, communication skills and styles, commitments, motivation, diversity, training background (both content and methods), productivity, engagement, feedback, and evaluation styles, just to name a few.**

A cell phone rings and Sandra answers the call with a little embarrassment for not having turned her phone off.

**Hello ... Yes this is Sandra ... Yes it is Sandra Martinez ... Well I am kind of busy right now can I call you back? ... Actually I am in the middle of a Wood Badge Troop presentation on Generations in Scouting down at Echockotee ... You want to do what!?! ... Oh that would be great. How soon can you be here? ... That will be fine I can fill some time until you get here ... See you in a few minutes. Bye.**

**You are not going to believe this, I have a friend that I haven't seen in forever and he wants to come help me talk about generations in Scouting. All I have to do is kill some time before he get's here. So where were we.. oh yes Like I was saying we have four major generations with a fifth quickly approaching ...**

Harold enters room dressed as an old man.

I got here as quick as I could but these old bones just don't move as fast as they used to. Hello everyone my name is Marty McFly and I am part of the oldest generation in scouting. We have been called The Greatest Generation, Traditionalists, The Silent Generation and even the Matures. We were born between 1925 and 1945. We have seen many amazing things in our lifetime but some of the events that shaped our worldview are things like: The aftermath of World War I, The crash of the Stock Market and the Great Depression, Roosevelt's New Deal, the Attack on Pearl Harbor, and the national mobilization for World War II. Soon after that conflict we immediately picked up arms again and went to fight in a frozen land called Korea. They said it wasn't a war but was a police action. I assure you it was a war and many good men and women never came home from Korea. On the positive side we benefited from the G.I Bill which helped us get an education in a post war world and of course radio and telephones changed the way we communicated both interpersonally as well as on a global scale. Why I remember back when we got our first phone, it was a party line and that meant we had to share it with all of our neighbors. It rang two long rings for our family and three short rings for the Smith's next door. Oh and Mrs. Magillucuty, she knew everything that was going on in everyone's world. Wanted to know something you just went and talked to her. Oh and the radio, what an amazing device. Fireside chats with FDR certainly helped put people at ease and gathering around the radio is how we learned about that cowardly attack on Pearl Harbor that brought us into World War II. There was also entertainment on the radio. No one will ever forget Orsen Welles and his "War of the Worlds" program. Radio was so new, no one knew whether it was real or just a show.

But I digress, we had our heroes as well. There was Joltin' Joe DiMaggio and his beautiful wife Marilyn Monroe. Who could forget her? We also had The Rat Pack, both of them actually. At first it was Humphrey Bogart, Errol Flynn, Nat King Cole, Mickey Rooney, Cesar Romero and Frank Sinatra. Then after Bogey died Frank, Dean, Sammy, Peter and Joey carried on the legacy but they never referred to themselves as the Rat Pack. We also had other greats like "Slim," "The Lone Eagle," Charles Lindbergh, what a tale of two worlds I tell you. The first man to fly solo across the Atlantic and then just a few short years later he was a victim in "The crime of the Century" as his infant son was kidnapped and murdered. Such a change of fortunes that his family moved out of the country and lived overseas until the attack on Pearl Harbor. There was also the famous Dr. Spock ( not the pointy ear guy from Star Trek but a real life doctor that gave us that elusive owners manual for our children. And of course we also had, "The Duke" John Wayne. He was a man's man. Did you know he was in more than 210 movies during his career? I remember flying one time from Japan back to the United States and they had a movie on the plane, it was "The Shootist", The Duke's final movie. Sitting next to me on the flight was a older Japanese man. Didn't speak a word of English but when the movie started he kept pointing at the screen hollerin,' "The Duke, The Duke. What a legacy...

**Do you know there are some specific traits or values that define old guys like me? What do you think they might be? Loyalty, patriotism, putting others first, working together to achieve goals, value money and leaders should lead and followers should follow. As a result there a couple of things you need to remember about us: 1) We can and still want to contribute in a meaningful way, to quote Mark Twain, “Rumors of my death are greatly exaggerated.” 2) We want to continue improving our skills and stretching our talents. 3) We need more flexibility to remain involved in organizations, as we grow older.**

Phone rings Harold picks it up.

**Hello ... Yes I am all done ... I told them all about us old guys ... Alright I'll let them know you are on your way... Hangs up phone**

**That was one of my kids, they're part of the Baby Boomers but I'll let them tell you about all that. Thanks for your time and I hope to see you soon, I don't have too many sooners left you know.**

Harold leaves and Sandra enters.

SANDRA:

**Hey man ... this is so cool ... So all of you folks are here to learn about generations in Scouting ... very cool. My name is Mary Dragonfly and I am a baby boomer. I came into this world between 1946 and 1964 and my parents are the Greatest Generation. While boomers' parents helped save the world from tyranny, baby boomers helped shape the world by tackling social injustices like civil rights and racial inequality. While our parents live well with authority and respect institutions and those in charge, baby boomers resist authority are less trusting of institutions and to quote Jack Weinberg the 24-year-old leader of the Free Speech Movement at Cal Berkley, said in 1965. , “Never trust anyone over 30.”**

**The events of the day were truly what defined us as a generation. Rosa Parks refusal to give up her bus seat to a white passenger helped launch the civil rights movement and propel Martin Luther King Jr. to national prominence as a civil rights leader.**

**Civil disobedience became part of our identity. We protested racial inequality America's involvement in the Vietnam War and we looked to make the world a better place for everyone. One of the saddest moments for our generation was the shooting of anti-war protestors at Kent State University in 1970 by soldiers from the Ohio Army National Guard.**

**Our distrust for institutions came from America's involvement in the war in Southeast Asia and the whole cover up related to the break in of the Democratic National Headquarters in the Watergate Hotel in Washington DC.**

**Assassinations also marked our generation with the killing of JFK, Malcom X, Martin Luther King, Jr. and Bobby Kennedy.**

**There were some very cool things that helped shape our lives as well. There was the entire space travel scene. The race to get a man on the moon was awesome and we were glued to the TV as Neal Armstrong uttered those two famous sayings, the first was when the lunar module first settled on the moon surface, "Houston, Tranquility base here, The Eagle has landed." The second was about six hours later as he stepped off the ladder of the LEM and said, "One small step for man, one giant leap for mankind."**

**The second major event was about a month later in August of 1969 at a 600 acre dairy farm in upstate New York. Originally billed as "An Aquarian Exposition: 3 Days of Peace & Music" it is more commonly known as Woodstock. The scene was incredible and music was awesome. But that wasn't the only music we embraced. There was the whole British Invasion including the Rolling Stones and those four mop-haired boys from Liverpool, The Beatles.**

**Now some of this makes it sound like Baby Boomers could be lazy but that is simply not true. We are highly competitive. While our parents faced shortages and sacrifice we enjoyed over abundance. We are idealistic and optimistic. We can see utopia and believe it is achievable.**

**Baby Boomers are the first "ME" generation. We question authority, including the authority of our parents. We expect and demand full disclosure and communication and we believe we should share power and knowledge with the previous generation.**

**As Boomers we face tremendous pressure. We are caring for our elderly parents and raising our grandchildren. We want to maintain the quality of life our parents provided us so security is important. As a result we are the first generation of workaholics. We thrive on fun and flexibility looking for ways to improve and learn new skills. We also look for new and challenging assignments and projects.**

**When it is all said and done our work has to have meaning. Busy work isn't for us. We also need to have flexibility to meet the conflicting demands of our lives. Remember, as a group we are taking care of our aging parents and also in many cases, raising our grandchildren. They tell me there is a special place in heaven for grandparents that have to raise their grandchildren. I hope so because it is a very hard thing to do. As a generation, Boomers need stimulation and a change of pace. The status quo generally isn't good enough. We grew up in a rapidly changing world, that change mentality is in our blood. Let us mix it up when it comes to our roles and responsibilities. Without some level of change, we can become restless and unsettled ultimately seeking**

**change for change's sake. And for crying out loud we do need to be recognized for our efforts. It doesn't take much, a public thank you, a certificate of achievement, another coffee cup or t-shirt anything that shows our efforts were noticed and appreciated. By the way, boomers make great patch collectors for that reason.**

Phone rings Sandra picks it up.

**Hey! Yeah I am done. . . No problem. I had a great time heading down memory lane with these cool folks. . . . So you are on your way? . . . Great! These folks are primed and ready to learn even more about my children the GEN Xer's. Ok well I am headed out to . . . . That reminds me, did you eat all your peas? . . . . You know there are starving kids in Africa that would love to have peas for dinner. Look I am late I have to run there is so much to do and so little time. Get here as quick as you can cause I don't think these folks are gonna wait for long. Bye.**

**Ok, I am out of here. I have a couple more presentations to prepare for so I will see you later.**

Sandra Leaves and Harold enters.

**Dude, what's up? Was my mom just in here? . . . Just missed her. Go figure she is so intense and always on the go. Way to many responsibilities in my opinion. If she would just let someone else do some of the work she would be much better off and much happier. For the record I am a Gen Xer. 46 million of us were born between 1965 and 1981. Our parent's - the Boomer's - were workaholics, well they can keep all that nonsense. Besides I pretty much raised myself. I was what they called a "latch key kid." My parent's were so busy working that I came home to an empty house, fixed myself something to eat and planted myself in front of the TV for a while. "Don't answer the door, Don't answer the phone, If you do and they ask for me, tell them I'm in the shower." My mom has to be the cleanest person in the world. While my grandparents scrimped, saved and did without, my parents had an overabundance of everything but to "Keep up with the Jones" and attempt to maintain that lifestyle they had to sacrifice family and they work all the time. When I had questions, they were just too busy so it was up to me and my friends to figure it out.**

**Some of the people that influenced my life included Bill Clinton and Monica Lewinsky. Can anyone explain that one? I knew my parent's were weird but in the White House and with a girl my age? What was he thinking? You also have to include Hillary Clinton in that odd triangle. Another Bill that influenced my generation was Bill Gates. He dropped out of college, turned a temp job into a small software company and later went on to be amongst the richest people in**

the world. Later he formed the largest charitable foundations in the world and plans to eventually give 95% of his wealth to charity.

A pair of Michael's also influenced my generation. Often referred to as the King of Pop, Michael Jackson is recognized as the most successful entertainer of all time by Guinness World Records. His contribution to music, dance, and fashion, along with a much-publicized personal life, made him a global figure in popular culture. Music videos for his songs transformed the medium into an art form and promotional tool, and helped to bring the relatively new television channel MTV to fame.

The other Michael -- also known as "His Airness" was Michael Jordan. Quite possibly the greatest basketball player of all time." Jordan was one of the most effectively marketed athletes and was instrumental in popularizing the NBA around the world. He won three straight NBA championships with the Chicago Bulls in 1991, 1992 and 1993 - a three-peat. He then left basketball for an ill-fated attempt at professional baseball. Which many inside the NBA will tell you was a suspension for his gambling activities. While Jordan may have been a vision on the court he couldn't hit a curve ball and that ended his baseball dream. He returned to the NBA and won 3 more titles in 1995, 1996 and 1997. On the back of his basketball skills Nike launched the shoe revolution with Air Jordans. These shoes changed the way shoes were sold and gave rise to "shoe-jackings" where people were robbed at gunpoint for their sneakers.

Did you know that Five American Presidents have given speeches in Berlin but only two of them were directed at bringing down the wall that separated east and west. To set the stage, President Kennedy uttered those famous words "Ich bin ein Berliner" on June 26, 1963 soon after the completion of the wall. Then on June 12, 1987 President Regan uttered the six most famous words of his presidency, "Mr. Gorbachev, tear down this wall!" A little over two years later, on November 9<sup>th</sup>, 1989 the Berlin Wall was opened and by the end of the year it was being permanently dismantled.

Another major happening that influenced us greatly was the fall of communism in most of the world. Starting in the Soviet controlled Eastern Bloc and eventually spreading to the Soviet Union, Communism crumbled, free elections flourished and the Cold War that kept our parents and grandparents up at night came to an end.

Not all of our influences were positive. There was also the overthrow of the Shah of Iran by the Ayatollah Khomeini and the 444 days of American Hostages in Iran. That crisis, the taking of the American Embassy in Tehran, launched a TV show on ABC called Nightline, impacted the outcome of the 1980 presidential election and certainly changed the world and set the stage for a Middle East that is still in turmoil today. Iran went from ally to enemy in an instant and the president of Iran today was one of the student

revolutionaries in 1979. I think it is safe to say he was impacted by that event as well.

In 1990, 540,000 American and Coalition forces massed on the Saudi Arabian -Iraqi - Kuwaiti border to protect the oil fields of Saudi Arabia and liberate the now occupied country of Kuwait. In January of 1991 the first Gulf War began and about 100 hours later it was over with the liberation of Kuwait and the near complete destruction of the Iraqi Army. The Gulf War marked the first time a war was shown live on TV with CNN reporters even reporting live from the Iraqi capital as bombs struck targets within the city.

Then there was the slow white bronco chase and the trial of O.J. Simpson for the murders of his wife Nicole Brown and Ronald Goldman. While acquitted of the murder's after the famous, "If the glove don't fit, you must acquit," moment he was later found guilty in a civil trial and ordered to pay \$33 million in damages to the Goldman family for the wrongful death of Ron Goldman.

Technology exploded for my generation as well. As microwaves, video games, cable TV, satellite communications, VCRs, cell phones and personal computers changed the very way we lived our daily lives. There was another creation that began as a Cold War project to create a communications network that was immune to a nuclear attack. In 1969, the U.S. government created ARPANET, connecting four western universities and allowing researchers to use the mainframes of any of the networked institutions. The Internet was born. New connections were soon added to the network, bringing the number of "nodes" up to 23 in 1971, 111 in 1977, and up to almost 4 million in 1994. As the size of the network grew so did its capabilities: In its first 25 years features such as file transfer, email, Usenet news, and eventually HTML were developed. The internet changed communications for my generation much like transportation changed for those born in the early part of the last century. In their lifetimes they went from horse and buggy to the space shuttle. Gen Xers went from rotary phones to wireless communications devices.

Gen Xers also faced a world unlike any previous generation. We are very skeptical and maintain greater faith in ourselves and our ability to get it done and figure it out, than we have in any institutions like religion, industry or government. Our childhood was complex with the divorce rate tripling and crimes against children on the rise, recreational drug use became more common and AIDS and HIV became diseases feared as much as cancer and heart attacks.

So what does all of this mean? It means Gen Xers are very independent and resourceful people. We depend more on ourselves than on our parents, family members or other institutions for answers and solutions. Keep in mind we are interested in doing meaningful work. Unimportant tasks or "busy work" just annoy us. We want to contribute and we want to contribute immediately.

**Growing into a role or paying our dues aren't really what we excel at. While we may need to learn as we go we want to jump right in and figure it out for ourselves. Because we are so independent we expect flexibility and respect.**

Cell phone rings and Harold answers.

**Sandra . . . Yeah we are just wrapping up. . . Sure you can head back this way. I don't think they are going anywhere right now. We've given them a lot to think about in the last few minutes. . . OK, well I am headed to the beach, all of this work has left me needing some down time. . . talk to you later. . . Bye.**

**Ok so Sandra is on her way back here and she is going to tell you all about those kids born in the 1980's and 1990's. The Gen Yers. Have fun!!**

Harold Exits, Sandra enters

**Hey everyone, 93 million people were born between 1982 and 2000. The Millennials or Generation Y or Generation WE are now between 10 and 32 years of age. This generation also represents the vast majority of our current youth and much of our adult leadership in the Scouts.**

**Sports and Pop Culture Icons play an important role in helping influence this generation. Princess Diana and her sons Princes William and Harry, Ricky Martin, Leonardo DiCaprio, Britney Spears, Curt Cobain and Courtney Love and Chelsea Clinton have gone a long way to help define and characterize this generation and what they believe. Athletes like Tiger Woods, Sammy Sosa, Mark McGwire, Jose Canseco, Barry Bonds and women's tennis stars Venus and Serena Williams provided both highs and lows this generation would use to find and in many cases reject as part of its identity. They are also greatly influenced by reality TV, where everyday people can win a million dollars or become overnight sensations just living their lives. Where YouTube can take that video of a funny baby or pet or maybe a dad unhappy with his child's behavior and turn them into an instant celebrity. Speaking of celebrity the millennials are the first generation to have experience with people who are celebrities for no apparent reason, like Snookie, Paris Hilton, Nicole Richie and the Kardashians.**

**While the Internet has had an impact on all of us, Millennials have been impacted the most, as they were the first generation to be influenced and shaped by both a real and a virtual world. Chat Rooms and instant messaging allowed for anonymous conversation with people across the street or a world away. MySpace, FaceBook and the whole idea of social media created a completely new way for people to connect and communicate. With all of these new found friends and social interaction came a new negatives as well, cyber bullying and widespread identity theft. Also this generation had to learn that reality could easily be manipulated and altered far beyond its original**



innocence or purpose. They also had to learn that once it was on the net it was there forever.

From the late 1980s to the early 1990s the United States saw a sharp increase in gun and gun violence in the schools. According to the Center to Prevent Handgun Violence, in the United States, from September 1986 to September 1990 at least 71 people had been killed with guns at school, 201 were severely wounded by gun fire and 242 individuals were held hostage at gunpoint. Between 1990 and 2000 nearly 300 people were killed by gunfire on U.S. School campuses including the 15 deaths the Columbine Massacre in 1999 and an additional 150 have been killed by gunfire on school grounds including the 38 victims at Virginia Tech in April 2007.

Events like the 1993 bombing of the World Trade Center, the 1995 bombing of the Federal building in Oklahoma City, the suicide bomber attack in 2000 of the USS Cole while refueling in Yeman and the 23 days of terror that gripped the nation in 2002 as a sniper picked off random and innocent victims in the Washington DC area were harsh reminders that the world is a violent place and terrorism, and most notably domestic Terrorism, could reach our shores.

The World Trade Center bombing, the attack on the USS Cole and several other attacks on U.S. interests around the world introduced this generation to Osama bin Laden and his al-Qaeda network. Of course the real reach of al-Queda and bin Laden was brought to a head on September 11<sup>th</sup>, 2001. The reality of Terrorism now made its indelible mark on every American. It changed the way we live our daily lives and viewed those around us.

The result of all of these events in the lives of millennials makes them very pragmatic. They are constantly looking to see what lessons can be learned from the experiences of their lives. Millennials are critical thinkers constantly looking for feedback. They also social beings and thrive in situations where they can be collaborative and work in teams. Because of this desire to be more social in nature to be a part of larger work groups, they expect to be respected for their opinions and contributions.

Millennials want to be held individually responsible and are looking for the freedom to make independent decisions. They are constantly on the lookout for opportunities to learn and grow. Their social nature leads them to look for collaborative processes with open and honest communications. They want to make meaningful contributions and be respected by their older associates.

Skype call interrupts with Harold calling in.

**Sandra:**  
Uh hello??

**Harold:**

**Hey Sandra, are you still talking about generations to these fine folks?**

**Sandra:**

**Uh, Yes! You kind of interrupted me....**

**Harold:**

**So they have heard about the greatest generation, and the boomers and the Gen Xers and the Millenials but how about those kids that were born after 2000. You know the ones that are the newest Cub Scouts today. Have you talked about them yet?**

**Sandra:**

**Well no, not yet.**

**Harold:**

**Today's Scouts are from both the Millennial Generation and beyond—this newest group, born after 2000, is just entering our program. They likely weren't alive on 9/11 and they certainly have no first ahnd knowledge of the day but it has certainly had an impact on their lives.**

**They are likely to be far more similar to the Millennials than they are to Xers, Boomers, or the Greatest Generation members. Theirs is a world of electronics and technology. They communicate in ways we never imagined. Why look at this photo. That is a little girl, she's not quite two and she is already operating an iPad. My Grandson's are 5 and 6 and they are more comfortable on a computer than my wife, mother and to some degree their own parents. An electronic art game on their Wii and a wireless HP printer have replaced crayons and scratch paper for most of their refrigerator art -- Scratch that -- for the art their Mother has on display in an electronic photo frame on her desk and the counter by the kitchen. They don't come see me as often as they send me text messages and emails, and they live across the street from me!!!**

**Do you realize these kids have never known a world where the United States isn't at war in an Islamic Nation? I read somewhere recently that more kids under ten could find Iraq, Pakistan, Afghanistan, the Sudan and the Red Sea than could find Washington DC, New York City, Los Angeles or Yellowstone on a map.**

**These same kids have also only known of a time of economic unrest and job uncertainty for their parents. This generation is likely to be more nomadic and more socially isolated as technology makes great strides to allow even more interaction without actually interacting. Virtual worlds will also become a standard in this generation's lives. Advances in blue screen technology and**

virtual reality will allow people to be anywhere they want to be from the comfort of their own home or local cyber cafe.

Personal opinions and feelings are quickly becoming the facts of this generation. While the axiom, “perception is reality,” has been around for quite some time, this is the first time in history actual reality may be transplanted by what we think is real.

The generation born since 2000 face a challenging world, and we must do all we can to give them the skills to confront the challenges that we—and they—will face.

Scouting is a youth run, adult led organization. How does that look with all of these generational differences and what appear to be competing interests in play?

**Sandra:**

For the next few minutes I want each patrol to take one of the situations on the sheet in front of you and brainstorm as a group, considering the generational facts they are aware of, describe potential issues/conflicts, opportunities/new ideas for each situation. After they have brainstormed for \_\_\_\_\_ minutes, each patrol will share what they wrote with the rest of us.

**Situation One:** The council is in need of units to volunteer for service projects at the local camps. Two of the camp rangers are from the Baby Boomer generation and one is from the Greatest Generation. The Baby Boomers’ camps are in need of campsite improvements including timber clearing and rebuilding latrines. The Greatest Generation’s camp is in need of trail building and fire rings construction. None of the camps is ideally set up for female campers. The council’s female volunteer numbers are not growing and some think it is because of the camp experience. How could you contribute?

*Potential Issues/Conflicts*

**Greatest Generation:**

**Baby Boomer Generation:**

**Generation X:**

**Millennials:**

*Opportunities/New Ideas*

**Greatest Generation:**

**Baby Boomer Generation:**

**Generation X:**

**Millennials:**

**Situation Two: Your unit is approaching its 50th anniversary. It has been a tradition to hold a potluck to celebrate every 10-year anniversary. The Scoutmaster is a Generation Xer. He would like to do something new and exciting that might even engage a wider audience in the community. The committee chair is a member of the Greatest Generation and values tradition. Most of the assistant Scoutmasters and committee members are Baby Boomers. How can the team resolve this and create a win-win solution for the unit?**

***Potential Issues/Conflicts***

**Greatest Generation:**

**Baby Boomer Generation:**

**Generation X:**

**Millennials:**

***Opportunities/New Ideas***

**Greatest Generation:**

**Baby Boomer Generation:**

**Generation X:**

**Millennials:**

**Situation Three: The unit's leadership (Scoutmaster and committee chair) as well as most of the assistants and committee members are Baby Boomers. They have held their positions for the past five to seven years. Several capable Generation X parents and even Millennials who want to participate and contribute have been discouraged with the lack of opportunities. How can this issue be addressed and positions made available for their involvement?**

***Potential Issues/Conflicts***

**Greatest Generation:**

**Baby Boomer Generation:**

**Generation X:**

**Millennials:**

***Opportunities/New Ideas***

**Greatest Generation:**

**Baby Boomer Generation:**

**Generation X:**

**Millennials:**

**Patrol Share their experiences.**

**Harold:**

**The good news is it is not "us against them." We can and must work together as one team, old and young, across generations. There is no right or wrong style or generational type. Think about the following**

**example from the 2010 NCAA Final Four in Indianapolis. Coach K (Coach Mike Krzyzewski of Duke University) is a 63-year-old Boomer who teaches classic basketball fundamentals. He has now won four national championships and is a legend. His team came out for pregame warm-ups all wearing the exact same attire, performing consistent team drills, and behaving very disciplined. Coach Brad (Coach Brad Stevens of Butler University) is a 33-year-old Gen X who is on his second career (he started in corporate America in advertising for Eli Lilly). He understands basketball and really grasps how to build teams. His team participated in pregame warm-ups dressed in all varieties of Butler wear, preparing in their individual ways, many wearing iPods and enjoying the moment.**

**While I'm probably more "old school" when it comes to sports fundamentals, I was reminded last night how important it is to adjust my beliefs as a leader based on who I am leading. While Coach K's team won the game, Coach Brad's guys gave Duke more of a game than anyone thought they would. Teaching is one thing, but building a cohesive team is often more than simply providing direction. Sometimes you have to bend and let the team do some of "their" thing.**

**Have you needed to make adjustments to your leadership style to effectively lead Gen Ys? What did you do differently?**

**Now the question is this: Was the leader serving the needs of his followers, or were the followers being led by a transformational leader? Either way, both teams were prepared for the challenge both mentally and physically.**

**Sandra:**

**Young people respect and are willing to learn from well-intentioned people of their parents' and grandparents' generations. By using the skills that we are learning here at Wood Badge, we will be able to work together to find solutions. The Millennials are open to partnership—be sure that YOU are. They have much to share and to say, so listen to them. Find your shared vision and make it a reality.**

**Scouting tomorrow will be as different from today as we are now from 30 years ago. Together we can create the greatest change in Scouting history and equip our next generation of leaders to build upon our legacy.**