

September 10 2015

## Culture Clash in the New Workforce: Boomers vs. Millennials

### Organizer

Ralph Peluso, Sundial Strategies, LLC

### Presenters

Phoebe Carson, Principal and Organizational Change Expert

Solomon Thompson, Jr., CEO, Agile Coach, Developer of Collaboration and Community Building Platforms

### Presentation Overview

In this interactive program, the presenters will discuss how Millennials are affecting the culture of an organization and what are the core values and beliefs of how Boomers and Millennials view work. We'll examine how this new generation is challenging the status quo of business, affects a company's culture and the potential impact on your day to day operations and overall value. We'll end with a group discussion on practical steps to help organizations transition to the 21<sup>st</sup> Century workplace.

Topics include:

1. The Generational Quiz
2. What are the core values and beliefs of Millennials – what's different from Boomers?
3. How do these generational differences impact business, specifically culture?
4. Practical ways to harness the talent and skills of Millennials

### Key Takeaways

1. Understand how Millennials are redefining "work"
2. Understand practical ways to lead, motivate and manage Millennials
3. A brief guide of practical steps to take towards the new workplace

Date | Time | Location

THURSDAY  
September 10, 2015

7:30 AM to 8 AM  
Networking and  
Continental Breakfast

8 AM to 9 AM  
CXO Forum  
Presentation

9 AM to 9:15 AM  
Burning Issues: Discuss  
your specific challenges  
with colleagues and  
fellow CXO Forum  
members

Location  
Cherry Bekaert  
1934 Old Gallows Road  
4th Floor  
Vienna, VA 22182  
703.506.4440

For directions, visit  
[www.cxoforum.com](http://www.cxoforum.com)

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Bring A Guest!

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**September 10 2015**



Phoebe Carson is a co-founder and owner of Sundial Strategies LLC. Her early career included senior management positions at Planning Research Corporation and Freddie Mac, helping internal business units as well as clients transform business operations through process reengineering, organizational change and adaptation of technology-based applications. She led the mortgage purchase redesign for Freddie Mac, resulting in the commercialization of its automated underwriting application, Loan Prospector, and saving the company more than \$42 million annually through efficiency changes. In 2000, she founded Break Thru Markets, helping early stage technology companies specifically address high growth and operational needs.

In 2005, she began work with the Department of Health and Human Services to craft community-driven plans to address inequalities in health. Public and private alliances, and the formation of an interagency council comprised of 12 federal departments culminated in the nation's first strategic and operational plan to systematically address health disparities, *The National Strategic Plan to Eliminate Health Disparities*. Phoebe received recognition from the Secretary of HHS for her oversight and management of the program in 2010.

She is a graduate of Vassar College and has an MBA from the University of Maryland. Phoebe serves as a mentor to entrepreneurs and mid-level managers through Women In Technology. She has recently presented on the millennial workforce challenges to several organizations, including The Leadership Breakfast.



Solomon Thompson Jr. is the founder and Chief Executive Officer (CEO) of Blue Collar Objects. He spent ten years working for IBM, helping Fortune 100 companies write software. In 2000, he started Blue Collar Objects in his basement. His latest offering, ChecklistAnywhere, is a cloud-based application that allows all organizations to manage ongoing business and projects with the simplicity of private and easy to use checklists. While building Blue Collar Objects, Solomon built a strong culture within his company and helped clients do the same through Agile-based principles and practices.

He is co-Founder of House Concert Movement - a Networking organization with the mission of building Community through Music and Business. Every event has a live band and every attendee gets time to say who they are and promote whatever they want in a kid-friendly atmosphere.

He is a graduate of the University of Pennsylvania, and he was one of the founders of College Tribe, a non-profit organization focused on mentoring African American boys. He is the recipient of the Donna Noble Outstanding Incubator Client Award and the Karl Davey Community Achievement Award.

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