

# *Herb and Josh's Different Adventure*

## Herb

58 years old

With the firm for 27 years

Learned in the college of hard knocks

Worked up from the bottom

Picks up the phone to get something done

Got all his training on the job

Puts his faith in the organization

Began his career using a typewriter

Fondly remembers the good old days

Wonders about the company's future

Has tied his identity to his occupation

Is the first to put in extra hours

## Josh

28 years old

With the firm for 27 weeks

Is about to complete his degree

Hired because of his degree

Picks up the mouse

Always listening to podcasts

Puts his faith in himself

Began his career using XP

Is sick of hearing about the good old days

Hasn't crossed his mind

Views his job as a contract

Feels like the job already takes enough of his time



NEMI



# ***Impact of Today's Emerging Leaders***

- More emphasis on life balance
- Shorter employment tenures
- Shorter development cycles
- Greater leaps in levels of responsibility
- Emphasis on technology for decision-making
- Less emphasis on protocol
- Perfunctory communication
- Less willingness to sacrifice for the organization
- A detached style in business relationships







For additional information

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