



Welcome to Dean College

Paul Resten
Dean of the School of
Continuing Studies
VP of Business Development

Dean College Mission Statement

Dean College is a private, residential New England college grounded in a culture and tradition that all students deserve the opportunity for academic and personal success. A uniquely supportive community for more than 150 years, Dean has woven together extensive student support and engagement with exceptional teaching and innovative campus activities. Our graduates are lifetime learners who thrive in their careers, embrace social responsibility and demonstrate leadership.

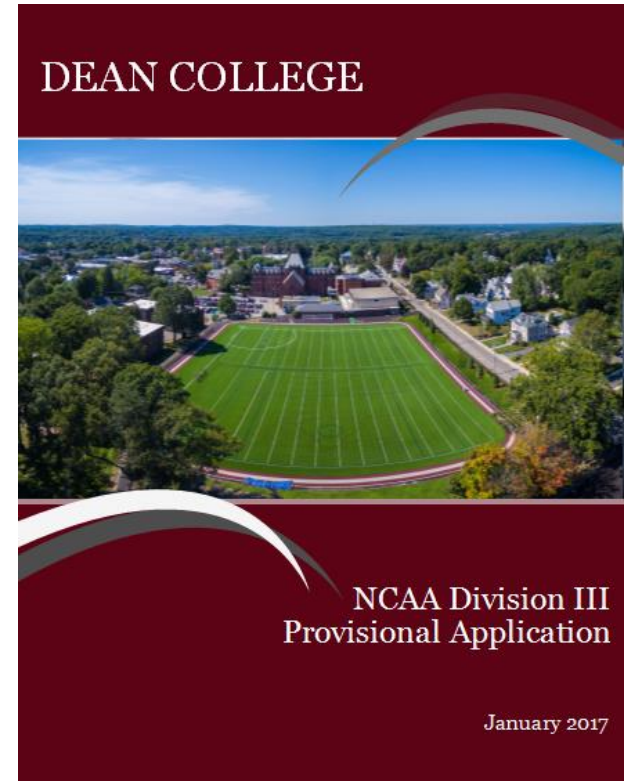
This is **The Dean Difference**.

Reaffirmed by the Board of Trustees
February 10, 2017

DEAN
COLLEGE

NCAA Membership

- **Admission to NCAA Division III Provisional Membership Process Granted!!**
- Effective September 1, 2017
- NCAA Visit in Fall 2017
- Division III is the NCAA's largest division
 - 40% of total NCAA membership
 - 438 active member institutions
 - 81% are private / 19% are public



**DEAN
COLLEGE**

Leading

Generations in the Workplace

5



Paul J Resten

Dean College

Dean of the School of Continuing Studies

April 6th 2017



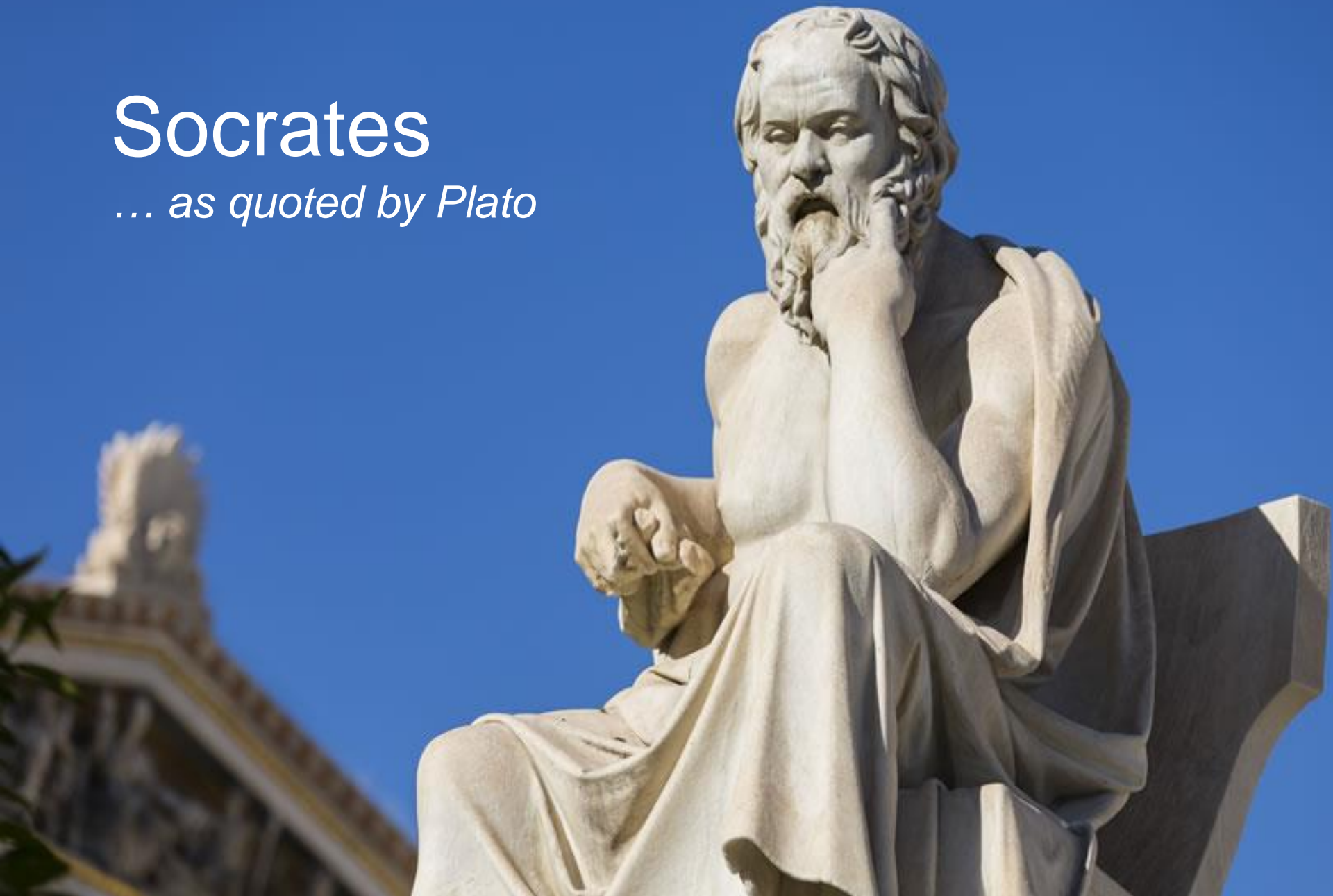
Who said it

“They love luxury; they have bad manners, contempt for authority; they show disrespect for elders and love chatter in place of exercise. They are now tyrants ... They no longer rise when elders enter the room. They contradict their parents, chatter before company ... and tyrannize their teachers.”








Socrates

... as quoted by Plato



MULTIPLE GENERATIONS @ WORK

Five Generations Working Side by Side in 2020

				
TRADITIONALISTS Born 1900-1945	BOOMERS Born 1946-1964	GEN X Born 1965-1976	MILLENNIAL Born 1977-1997	GEN 2020 After 1997
Great Depression World War II Disciplined Workplace Loyalty Move to the 'Burbs Vaccines	Vietnam, Moon Landing Civil/Women's Rights Experimental Innovators Hard Working Personal Computer	Fall of Berlin Wall Gulf War Independent Free Agents Internet, MTV, AIDS Mobile Phone	9/11 Attacks Community Service Immediacy Confident, Diversity Social Everything Google, Facebook	Age 15 and Younger Optimistic High Expectations Apps Social Games Tablet Devices

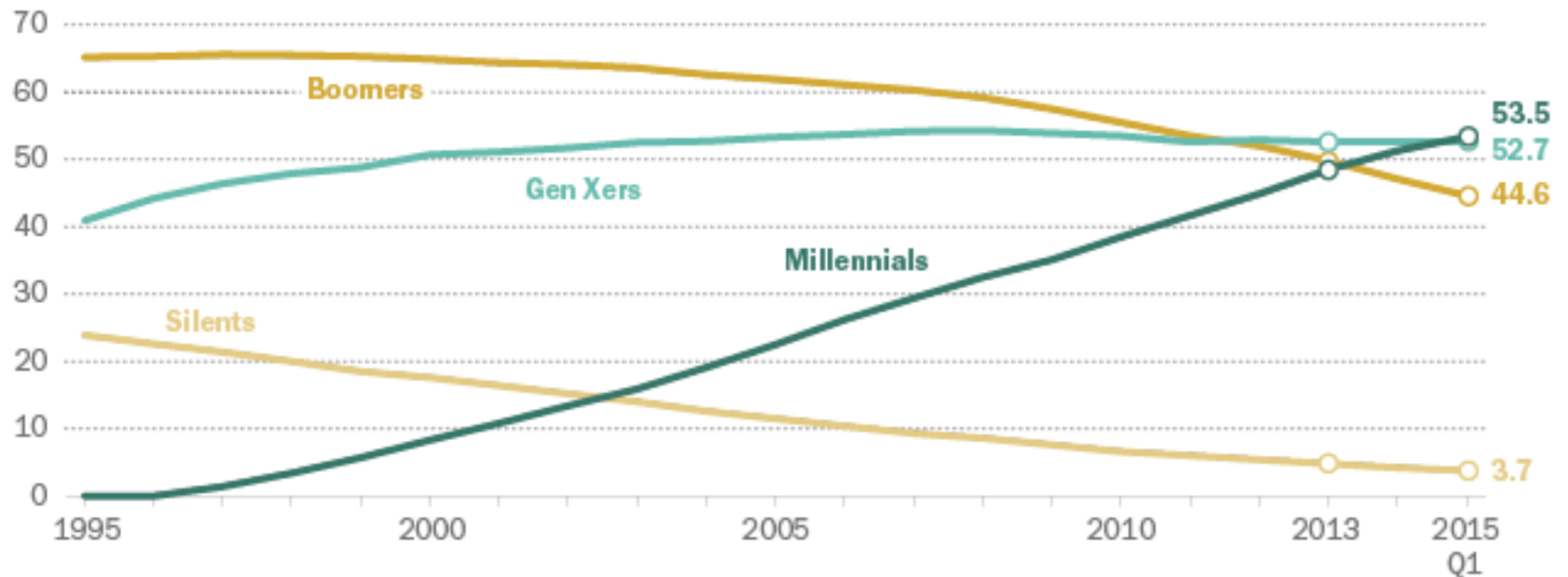
“What’s the Why” of it?

- People living longer
- Traditionalist and Boomers not in a position to retire
- People wanting to keep working – “it defines them”
- The “Sandwich” generation(s)
- Workplace requiring the experience factor
 - But... do they want to pay for it anymore?

...Do you have others?

U.S. Labor Force by Generation, 1995-2015

In millions

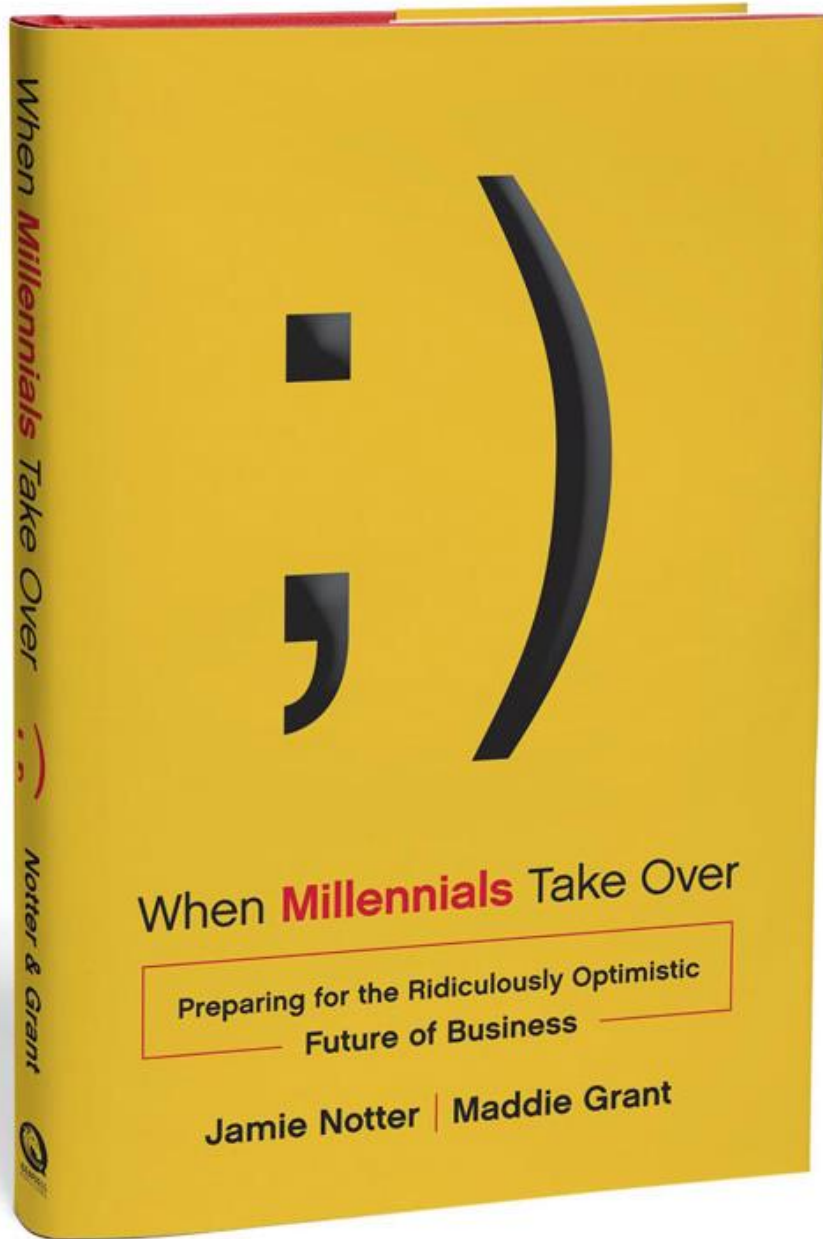


**DEAN
COLLEGE**

“The way we lead and manage organizations is going to take on a radical new look over the next several years.”



**DEAN
COLLEGE**



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Keys to managing five generations in the workplace

1. Understand individual differences
2. Don't stereotype
3. Cross-mentor
4. Collaborate
5. Engage



Thank you.