



from
GEN X
to
GEN AI

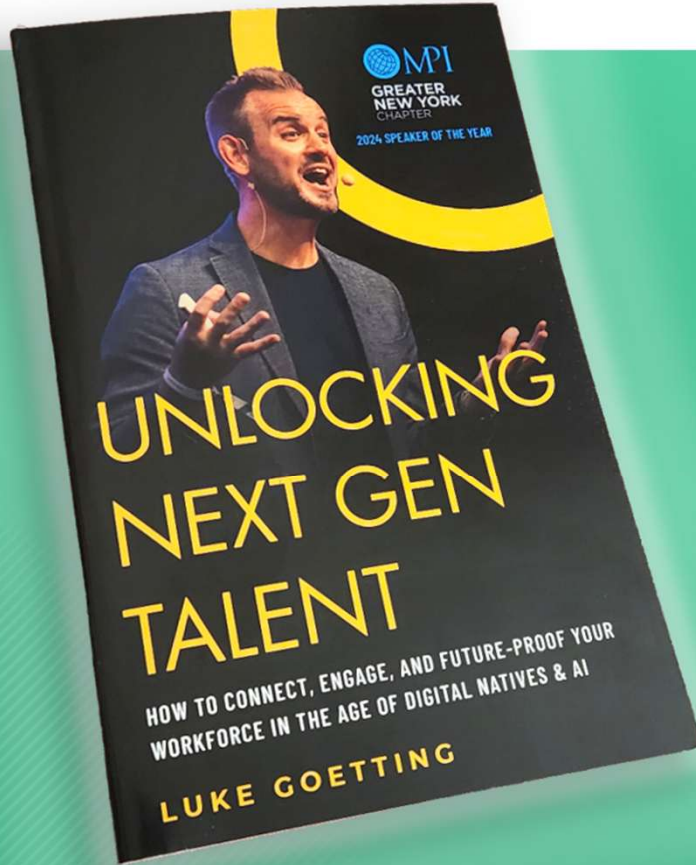
*Bridging Generations
Across Time, Tech & TikTok*





TEDx
"The Great Workplace Rewrite"

LUKE GOETTING



Thank you for checking out my Cheat Sheet! 🎉

You're welcome and encouraged to pass this along to colleagues, save it for reference, and use it inside your team.

Please don't use it for paid trainings, resell it, or repackage the content as your own — those uses are reserved.

Want to bring this to your wider organization? Let's chat!

— Luke Goetting · LTG Strategy



{ CORE 4 }

 *workforce factors*





Stretching





Retirement



30M
2030

11,000
daily





Digital Natives

2/3

2-3
yrs



{ AI }





Rise of Artificial Intelligence



Digital Native Majority

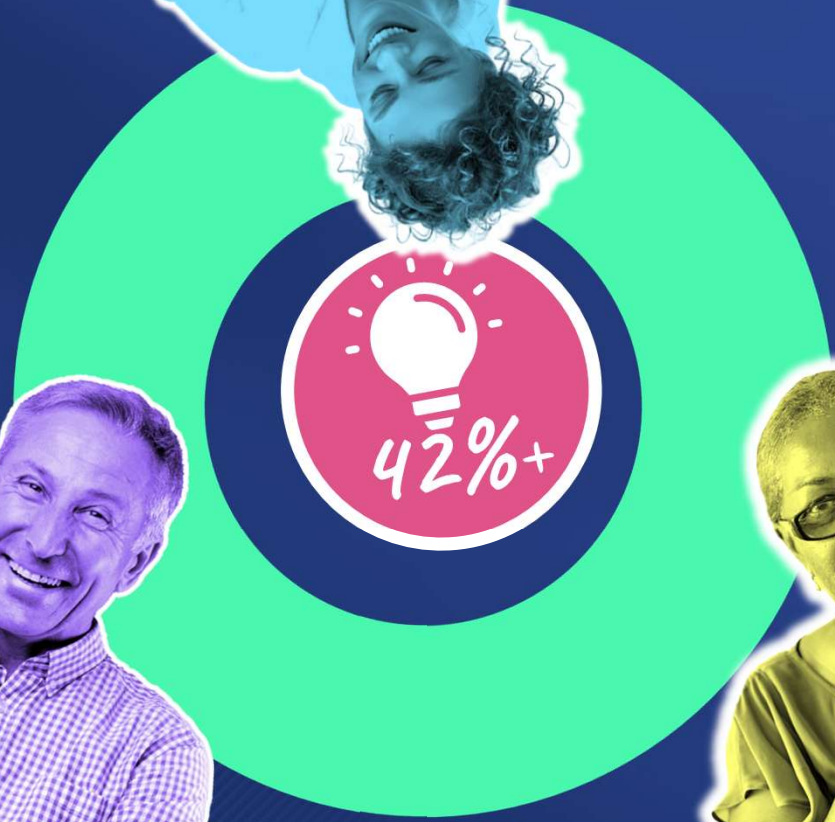


Baby Boomer Retirements



Stretching of Worker Age Ranges





\$477,000,000





5+ HRS / WK



20-30% Rev





boomer
{ 62-80 }

x
{ 46-61 }

millennial
{ 30-45 }

z
{ 14-29 }



99%

silent gen

{ 81-98 }



gen alpha

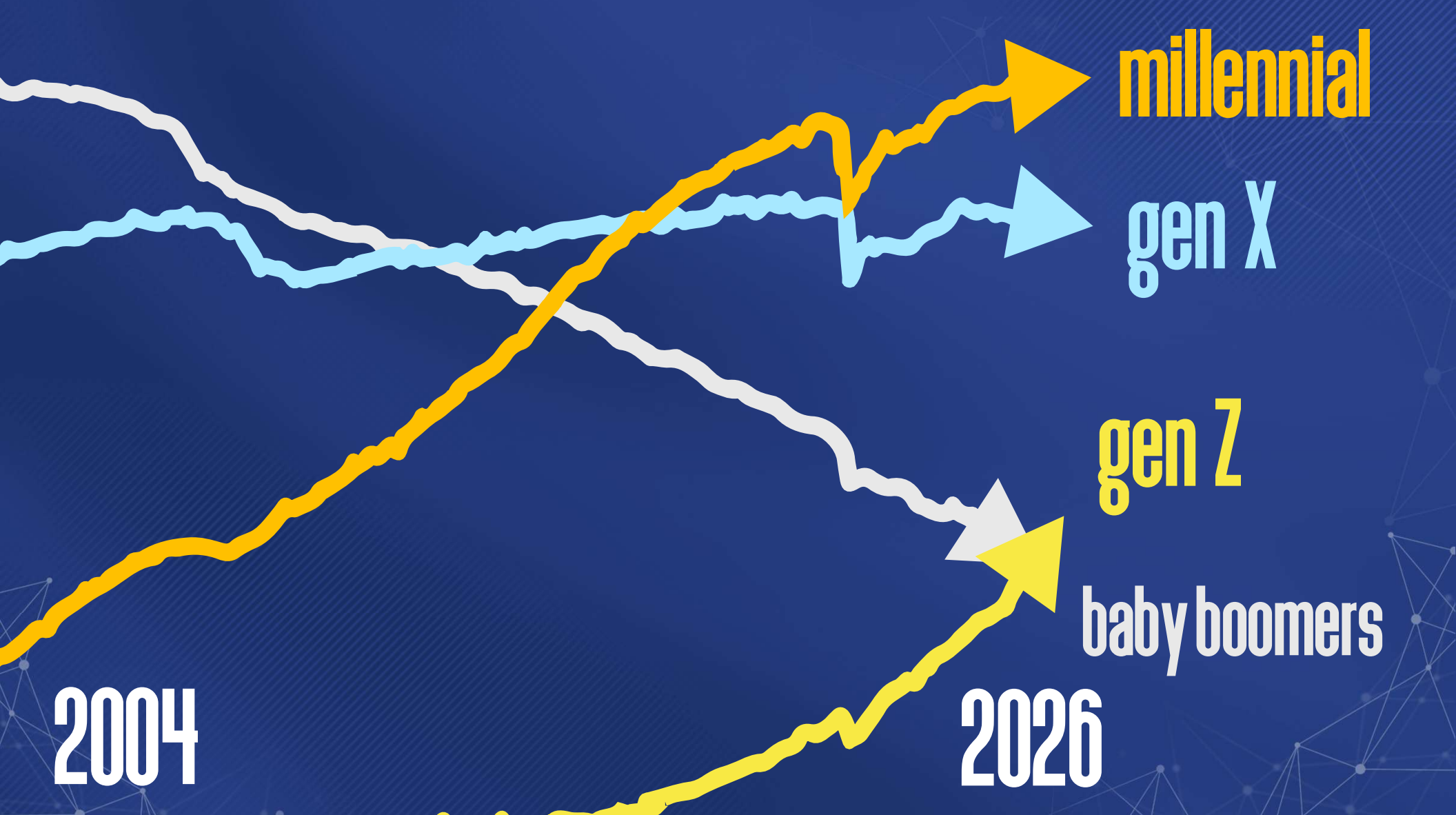
{ 2-13 }



gen beta

{ 0-1 }





millennial

gen X

gen Z

baby boomers

2004

2026



“The Future of Work is about more than technology. It’s about evolving how we lead and connect with our fellow humans.”



leadership



comms



career



X do-ers of work

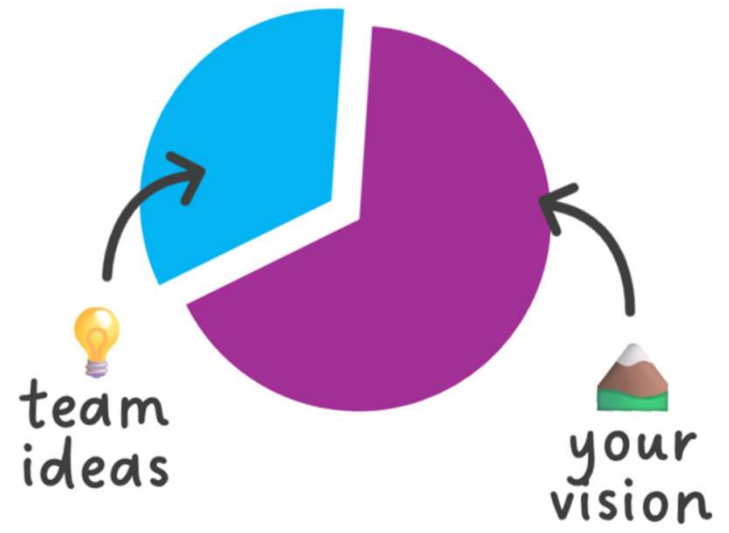


✓ solvers of problems



2026 Leadership Strategy 

2/3 RULE





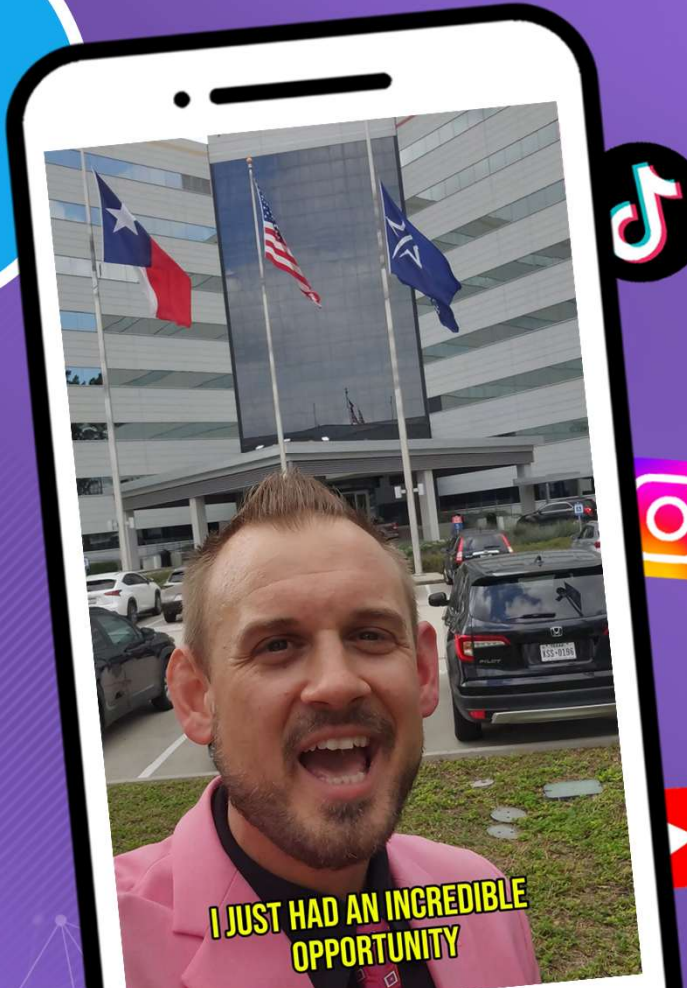
 *top-down*

 *authenticity*

 *transparency*



TED^x



- ✓ weekly achievements
- ✓ behind-the-scenes
- ✓ tips & tricks
- ✓ customer stories
- ✓ employee spotlight
- ✓ book recs
- ✓ reactions to industry + economic trends



leadership



comms



career



✓ proactive

✓ efficient

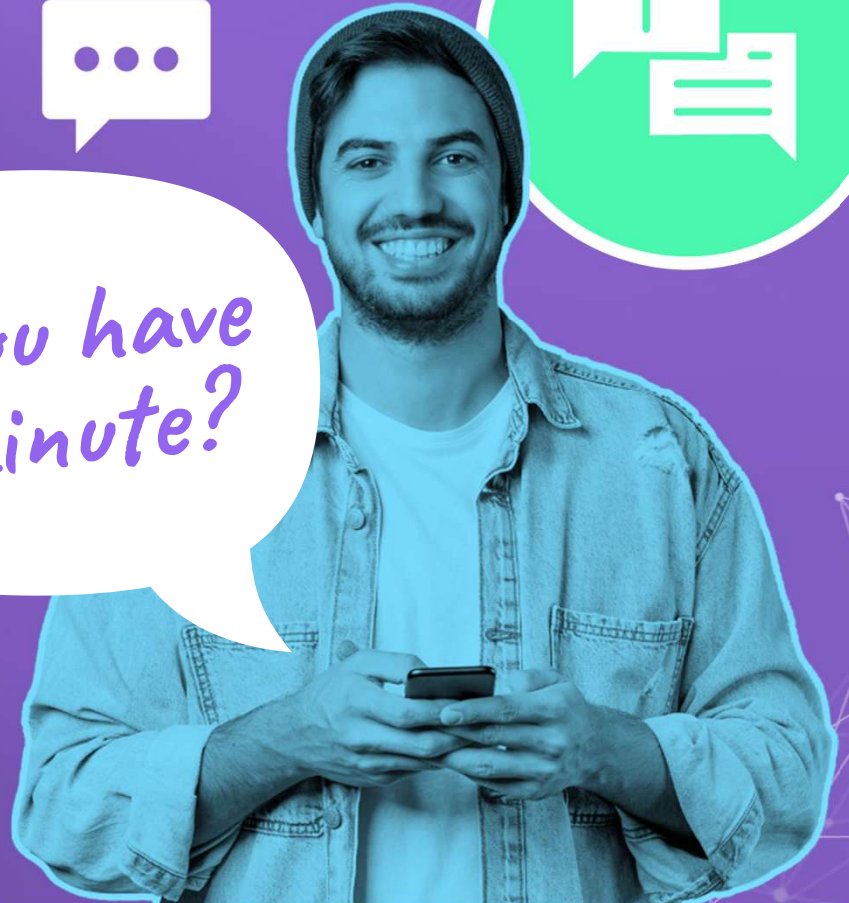
vs

✗ intrusive

✗ anxiety-inducing



do you have
a minute?



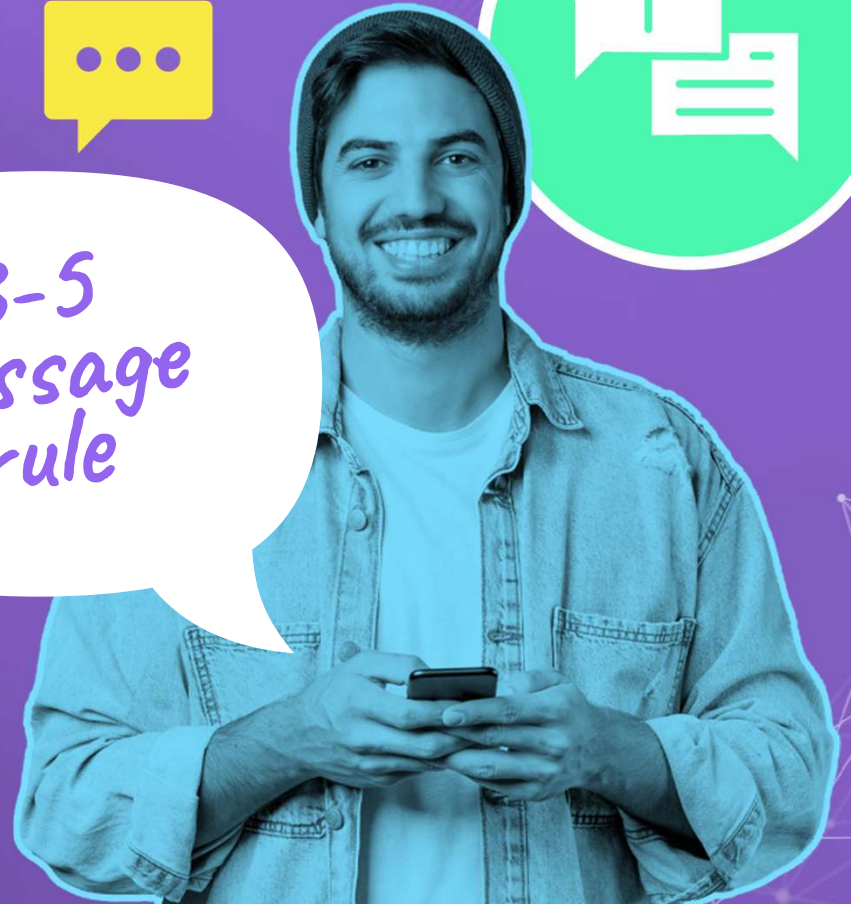
~~✗~~ distracting
~~✗~~ hard-to-track

vs

✓ efficient
✓ multi-tasking



3-5
message
rule

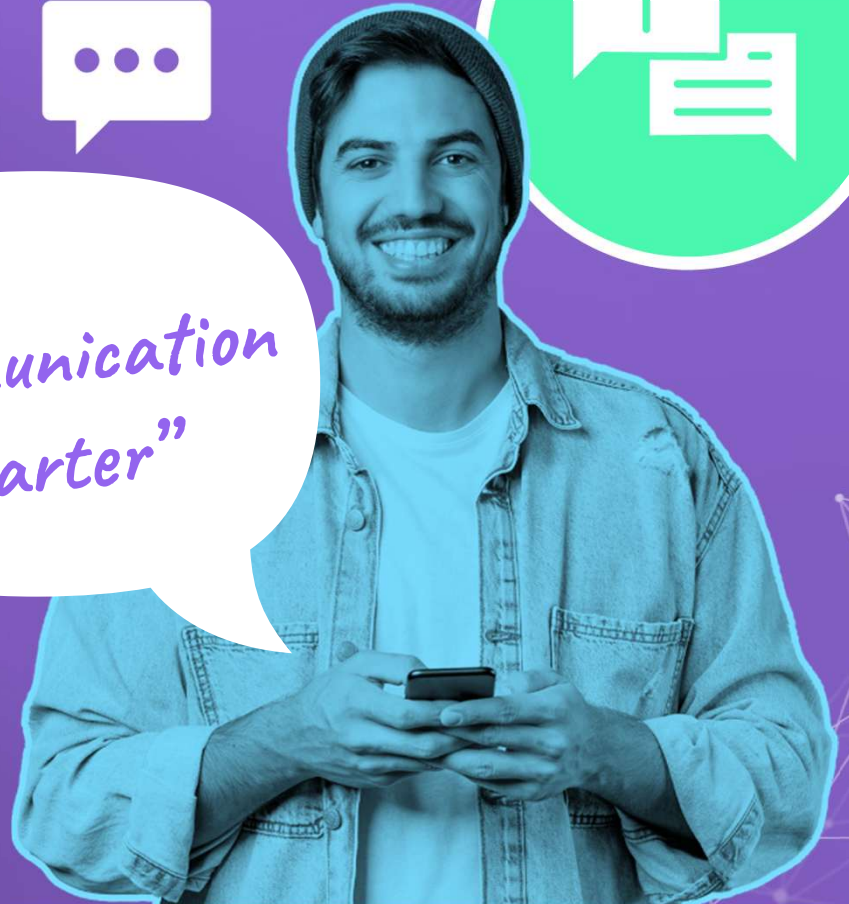


~~X~~ awkward
~~X~~ un-skimmable

vs

✓ extra context
✓ asynchronous

“communication charter”





leadership

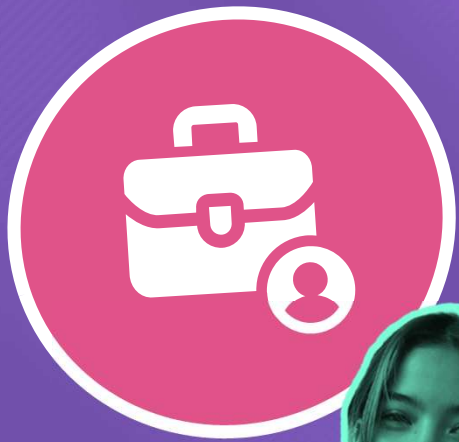


comms



career





hybrid!



fully remote
(least)





 annual (formal)
reviews



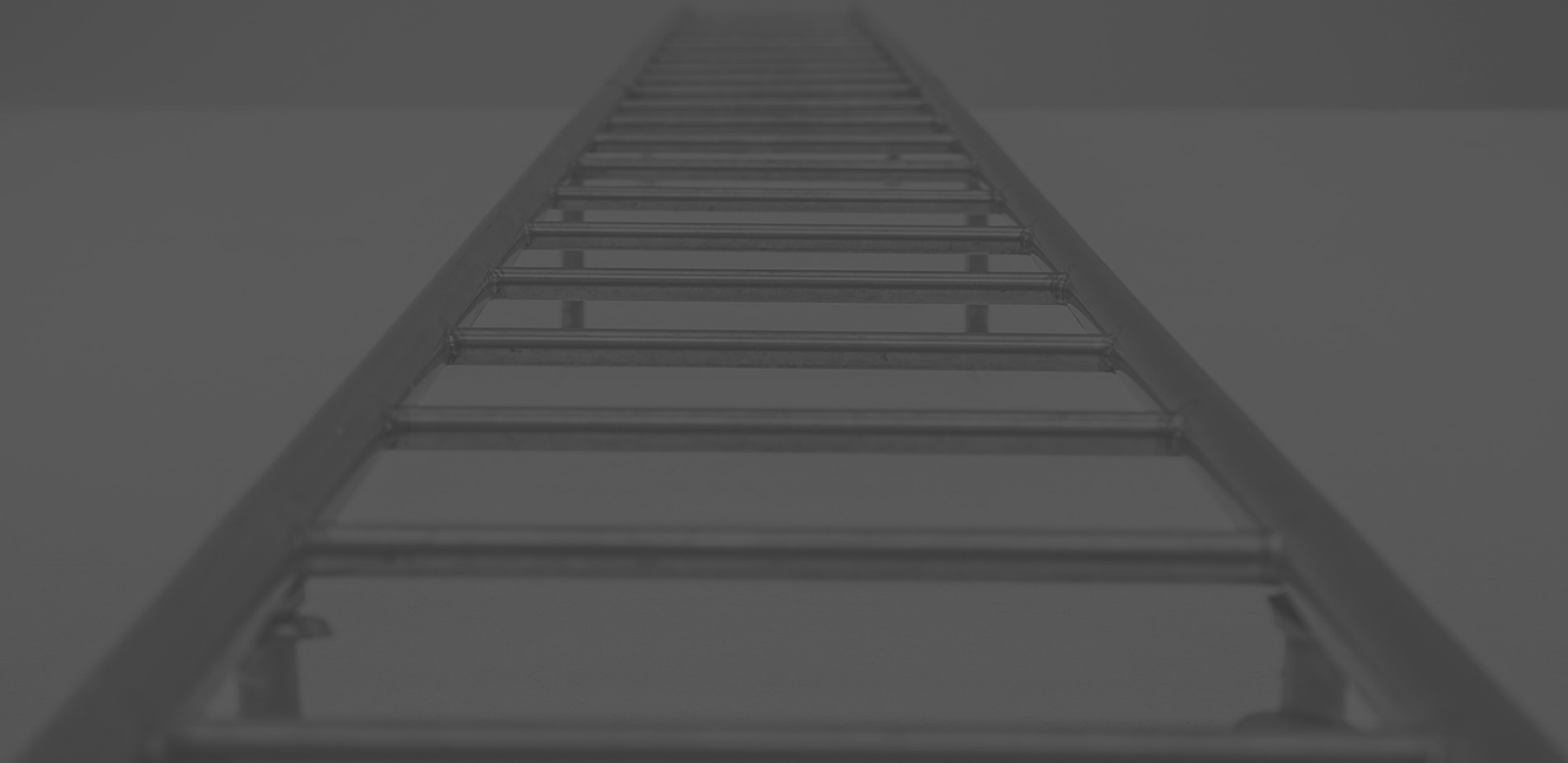
 high-touch
(informal)



✓ *visible progress
& recognition*



CORPORATE LADDER



~~CORPORATE LADDER~~ CAREER JUNGLE GYM



TED^x





leadership



comms



career



The image features a central glowing blue circle containing a white square with the letters 'AI' and circuit-like lines extending from it. This is surrounded by concentric rings of binary code and circuit traces. The background is a dark blue grid of binary digits. In the bottom right corner, there is a white arrow pointing left. There are also decorative elements: a yellow shape in the top left, a pink circle in the top right, and a green shape in the bottom left.

AI

accelerators

WARNING



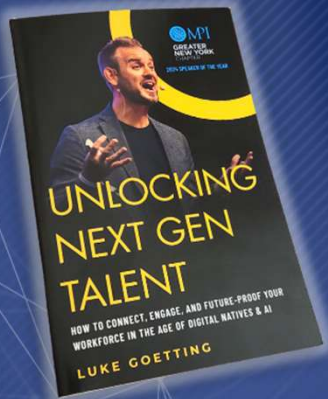
company policy



Luke told me to



“If everything is in people’s heads and I have 20 employees, I have 20 sources of truth.”



GREG DEVORE
CEO of ScreenSteps

CONVERSATION CAPTURE





Mark Cuban

(17 sec)

Embracing Failure: Insights from Mark Cuban

The Fear of Failure

As someone who has failed repeatedly throughout his career, Mark Cuban acknowledges that failure is terrifying. No one wants to experience failure or be labeled as a failure.

The Power of Perspective

Despite his fear, Cuban's multiple failures taught him a valuable lesson: most people don't remember your failures.

What People Remember

Cuban points out that when you think about successful business people, you typically remember their achievements, not their setbacks. Their successes define their legacy, while their failures fade from public memory.

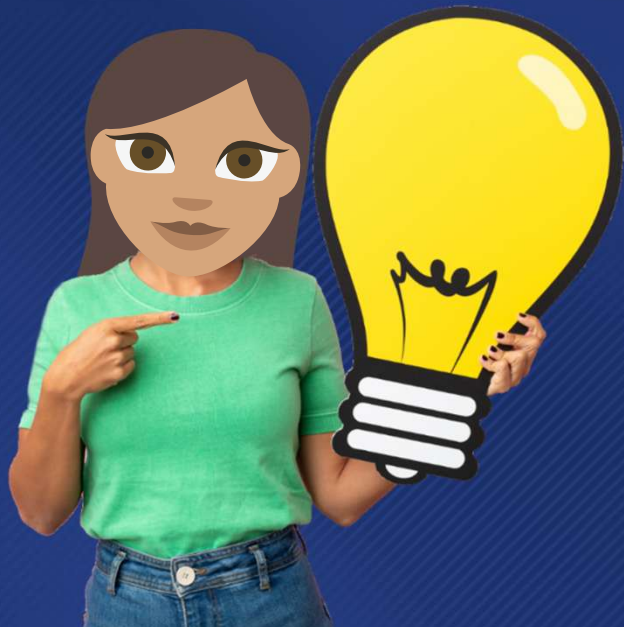
Key Takeaways

- Failure is universal: even highly successful entrepreneurs like Mark Cuban have experienced numerous failures.
- Failure is temporary: the sting of failure diminishes over time.
- Success overshadows failure: ultimately, people remember accomplishments, not setbacks.
- Failure as education: each failure provides valuable lessons that can lead to future success.

Applying Cuban's Wisdom

- Reframe your perspective: view failures as stepping stones rather than endpoints.
- Build resilience: develop the ability to bounce back from setbacks.
- Learn and adapt: extract valuable lessons from each failure to improve your approach.
- Focus forward: don't dwell on past failures; concentrate on creating future successes.





capture - audio / video



transcribe



convert via AI

INCENTIVIZE!



knowledge royalties

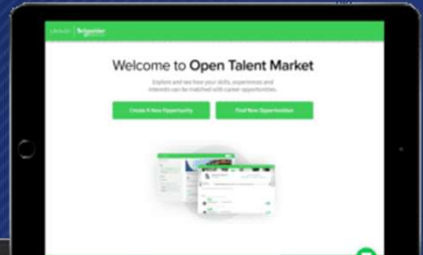
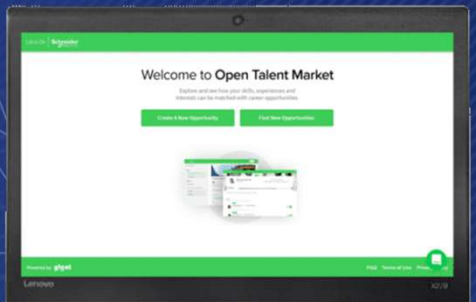


expert spotlight






liberation days

story
time




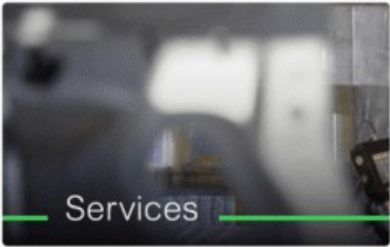
Suggested for you



Based on your skills and experiences



Position   

Services HR integration Leader & Field Services HR PMO


 France - GMT+02:00, relocation available





[More details](#)  




Mentor  

This mentor could be a great fit for you





MAI LAN AMELIE CAPUCINE ANNE NGUYEN
SVP HR



[More details](#)  



Position   

Senior Embedded Software Engineer

 United Kingdom - GMT+01:00, relocation available





[More details](#)  

Project  

Project Management

Creation of Outlook Dynamic Distribution Lists

Position   

Regional Key Account Manager, Cloud & Service Provider

Position   

Field Engineer

 United Kingdom - GMT+01:00, relocation available

story time

“What I am learning is that it’s a complete rewrite of HR. You need to think differently about speed and how you go deep and broad in an organization. [It’s] an absolute game changer.”

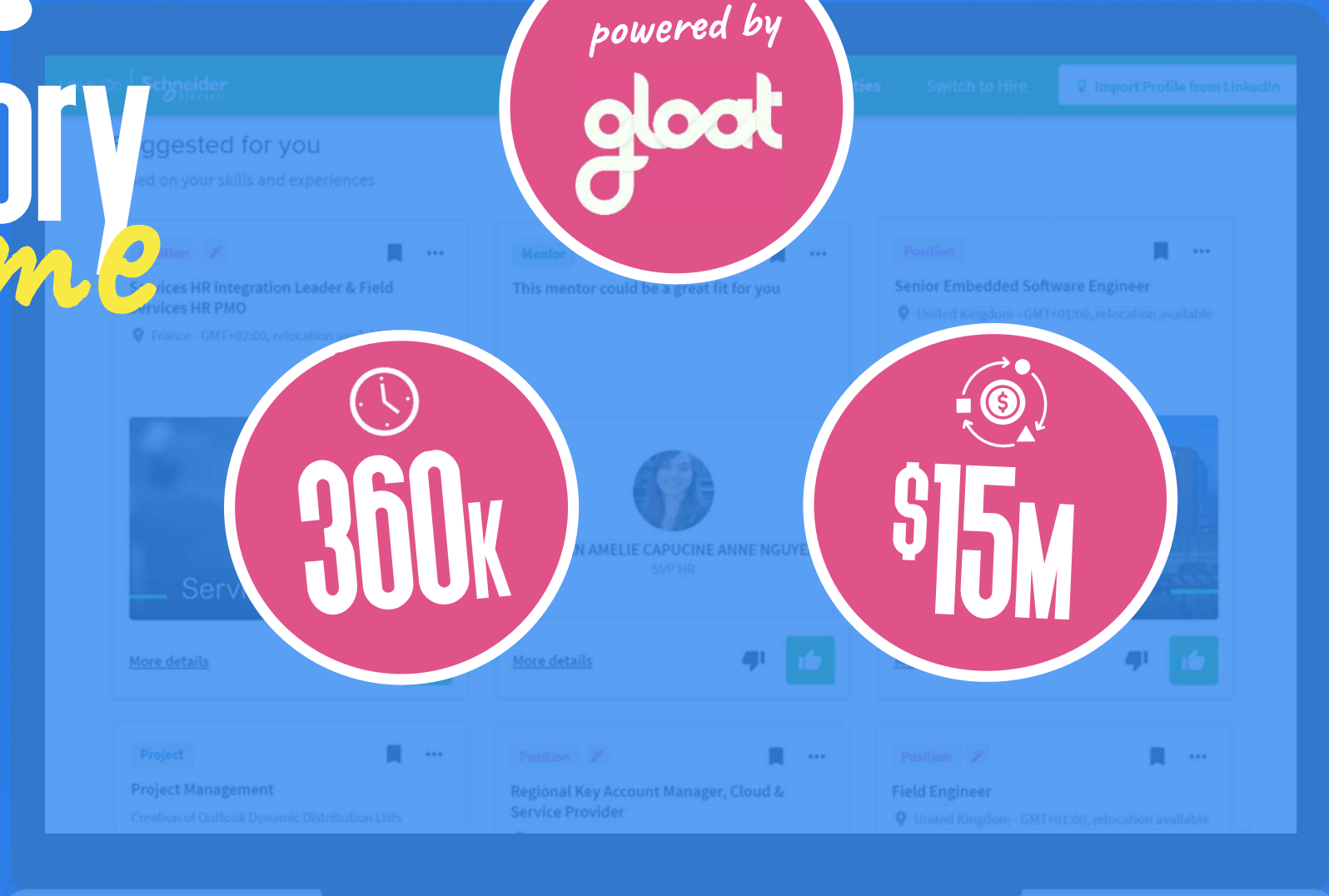
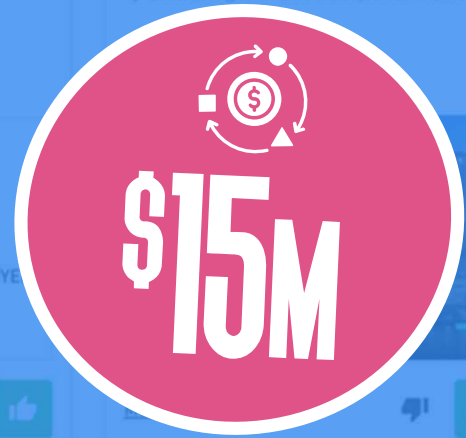


JEAN PELLETIER

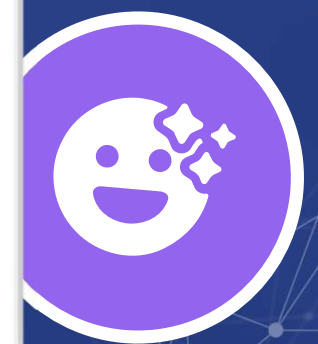
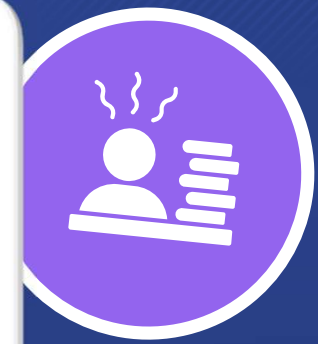
VP, Digital Talent
Transformation



story
time



story time



BESCHÄFTIGTEN DASHBOARD Home Erfolgsbereich Dashboard Datenschutz Deutsch

Details zum Lernimpuls

DATUM	MITARBEITER	HAUPT-KPI
Aug 18	Mark Muster	Sales

NACHRICHT

Hey Mark, um eine gute Beziehung zu Deinem Kunden aufzubauen, kann Dir das EPIC-Framework helfen. Was das ist? Schau es Dir unter diesem Link innerhalb nur einer Minute an: EPIC steht für 1. Empathy (Was versteht der Kunde zu dem Thema?), 2. Purpose (Was ist der Zweck der Konversation?), 3. Insight (Welche Erkenntnisse sind für den Kunden relevant?), 4. Communications (Wie versteht der Kunde mich am besten?). Jetzt bist Du für Dein nächstes Beratungsgespräch mit einem Kunden bestens vorbereitet. Also – think EPIC!

WIE FINDEST DU DEN LERNIMPULS?

★ ★ ★

BISHERIGE LERNINHALTE

- Quiz zu [Quiz Title Thema] ✓
- Salesguide für Router Modell ABC ✓

LERNINHALT DIESER NACHRICHT

[Kleinansicht](#) [Großansicht](#)

▶

story time

“The analogy would be going from having to search for YouTube fitness videos on your own to actually working with a personal trainer who guides you based on your individual needs.”



NICOLAI VON BISMARCK
Partner, McKinsey & Company

story time

+14%

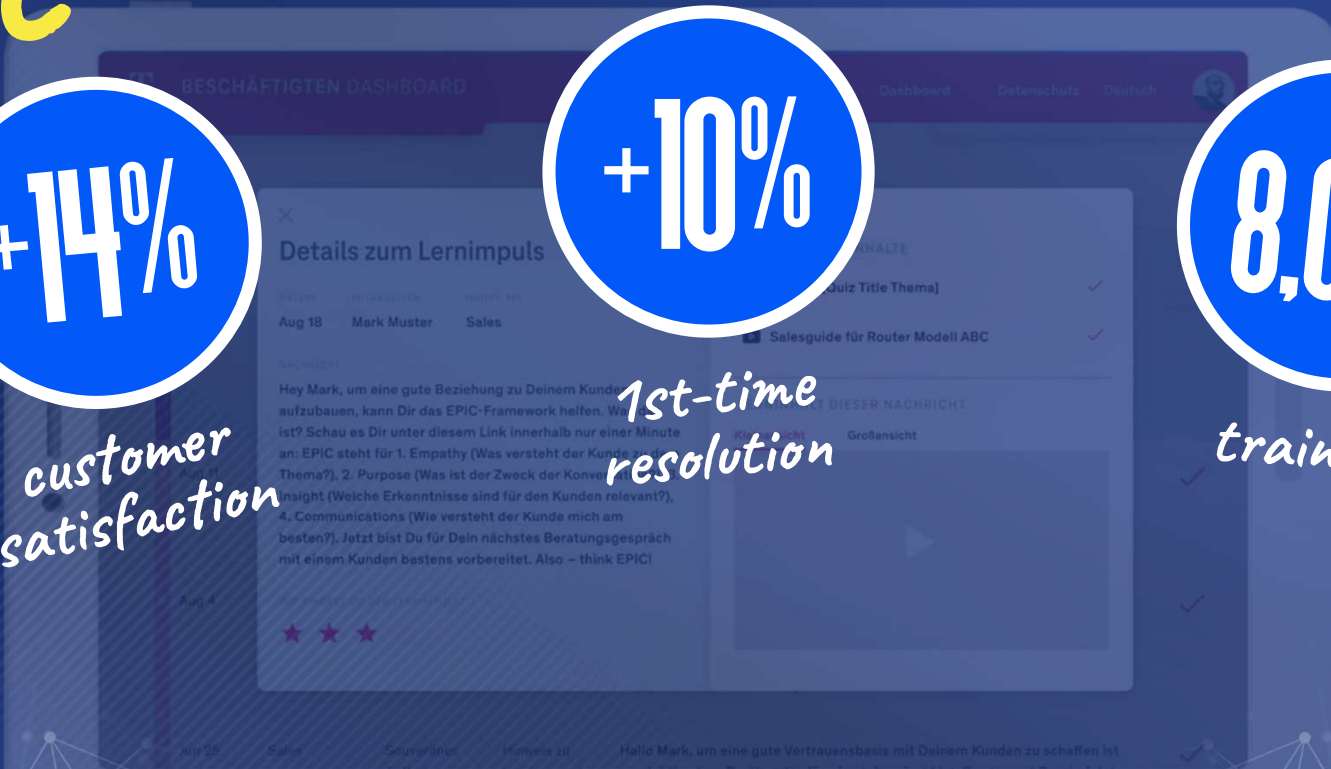
customer
satisfaction

+10%

1st-time
resolution

8,000

trained



{ START }

(small)

AI





{ H2H }



MENTORING



MENTORING



{CO} MENTORING



story
time





“We found that many employees, particularly our younger team members, were hesitant to commit to traditional mentoring programs that might last for months.”

Flash mentoring removes that barrier by creating low-pressure opportunities for knowledge exchange.”

SAMANTHA COOPER

SVP of Talent Development

story time



*concrete progress on
development goals*



*longer-term
relationships*

GROUP MENTORING



connections



efficiency



perspectives



soft skills

SKILLS MARKETPLACE



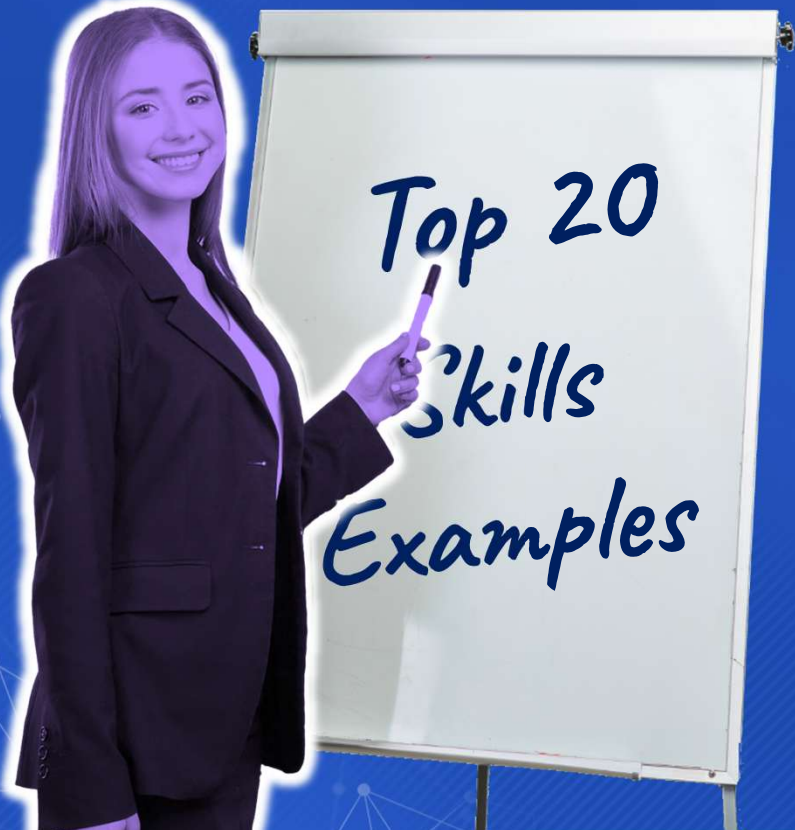
story time



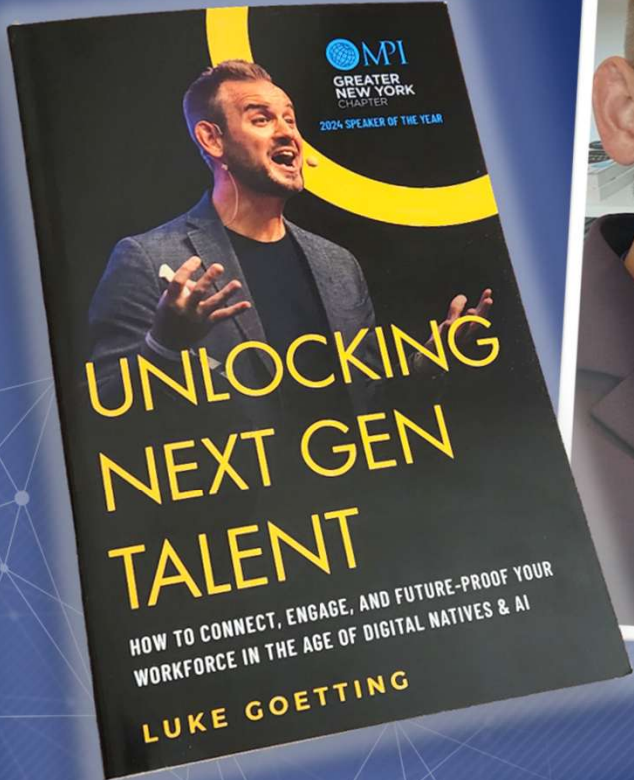
- onboarding
- small group
- 1 on 1
- lunch n' learn
- brainstorming
- interests



SKILLS MARKETPLACE



1. AI Prompt Engineering for HR Professionals
2. Communicating Change to a Multigenerational Workforce
3. Knowledge Capture Before Your Key People Leave
4. Managing Up When Leadership Doesn't Prioritize People
5. Translating HR Metrics Into Business Language
6. Running Stay Interviews That Actually Change Retention
7. Navigating Multigenerational Conflict in the Workplace
8. Building a Skills-Based Hiring Strategy
9. Using AI for Workforce Planning and Talent Analytics
10. Shadow AI in Your Organization — Now What?
11. Conflict Resolution Across Generational Lines
12. Building Your HR Brand Inside the Organization
13. From HR Generalist to Strategic People Partner
14. Data Literacy for Non-Data HR Professionals





adaptation!



Luke Talks!

✓ Management

✓ Leadership

✓ Conferences





Luke Goetting

Global Keynote Speaker 🎤 | Bridging
Leaders + Next-Gen Talent 🚀 | ✓TE...



LukeGoetting.com
L@LukeGoetting.com

THANK YOU!