Slide 1

DEVELOPING PASSIONATE YOUTH
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Slide 2

QUOTES TO THINK ABOUT

“If you always do what you’ve always done, you’ll always get what you’ve always got.”

“You can’t make significant changes just working harder. You’ve got to work smarter. Maybe just different. But you can’t keep doing the same things and expect to get different results. That is, by definition, insane!”

“There’s that point. Don’t keep on working harder. One more year. One more working afternoon. Don’t keep on working on the same stuff, the same way, in the same place, in the same way you’ve always worked.”

“However beautiful the strategy, you should occasionally look at the results.”

“Before you start some work, always ask yourself from questions – Why am I doing it? What are the results I want? Why do I think I’ll get the results I want? Only when you think deeply and find satisfactory answers to these questions, go ahead.”

“A lack of transparency results in distrust and a deep sense of insecurity.”

“Once you replace negative thoughts with positive ones, you’ll start having positive results.”

“I’ve always believed that if you put in the work, the results will come.”

“The achievement of an organization are the results of the combined effort of each individual.”

Slide 3

ORGANIZATIONAL RESILIENCE SCALE

<?xml version="1.0" encoding="ISO-8859-1" ?>
<poll url="http://www.polleverywhere.com/multiple_choice_polls/lgedEPHA6EPU4QW"/>

<!-- This snippet was inserted via the PollEv Presenter app -->
<!-- The presence of this snippet is used to indicate that a poll will be shown during the slideshow -->
<!-- TIP: You can draw a solid, filled rectangle on your slide and the PollEv Presenter will automatically display your poll in that area. -->
The PollEv Presenter app must also be running and logged in for this to work. -->

To remove this, simply delete it from the notes yourself or use the PollEv Presenter to remove it for you. -->

What is your Organizations Resilliance?</poll>
LEADERSHIP ATTRIBUTES

- Teachability (Capacity)
- Initiative (Driven)
- Disciplined (Results)
- Relational (Passion)

Leaders

<?xml version="1.0" encoding="ISO-8859-1" ?>
<poll url="http://www.polleverywhere.com/multiple_choice_polls/NINvHPn0IMd6LWK">
  <!-- This snippet was inserted via the PollEv Presenter app -->
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  <!-- To remove this, simply delete it from the notes yourself or use the PollEv Presenter to remove it for you. -->
  <title>Where are you in your position as a leader?</title>
</poll>
Known as Millennials or Generation Y, born in the 1980's to early 2000's.

**MILLENIAL GENERATION STEREOTYPES**

The Millennial generation is...

- "Too entitled"
- "Not loyal"
- "Lazy and unmotivated"
- "Narcissistic"
- "Glued to a screen"

**MILLENIAL GENERATION FACTS**

The Millennial generation is...

- More burdened with financial hardship
- More concerned with a mission rather than an institution
- More educated but less likely to be employed
- More optimistic about the future
- More likely to get news from social media

Source: Pew Research
OTHER FACTS FROM THE STUDY

Millennials Demand Career Growth – And Lots of It
Millennials Thrive on Fairness and Performance-Based Appraisal, not Tenure
Millennials Are Comfortable with Less Role Clarity and Less of a Manager-Led Career

Bottom Line: “Tomorrow’s Leaders Will Change Our Organizations”

MILLENNIALS KNOW THEY ARE NOT READY FOR LEADERSHIP, BUT THEY WANT IT ANYWAY

MILLENNIALS VALUE AN OPEN, TRANSPARENT, INCLUSIVE LEADERSHIP STYLE
THE FIRST, AND MOST STRIKING FINDING, IS THAT MILLENNIALS WANT LEADERSHIP, AND THEY WANT IT THEIR WAY!

YMCA INTERN CHALLENGE
QUICK FACTS
• 6-8 week program, works best in June/July/August
• Designed for high school and college students, ages 16-24
• 12-18 participants for each program session, can adapt to more
• Team-based competition with weekly elimination
• Generates sponsorships from local businesses and organizations
• Fun, challenging and unique way to develop talents of young people, highlight youth development in the Y, and collaborate with local businesses.

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Youth development is the social-emotional, cognitive, and physical processes that all youth uniquely experience from birth to career. A successful development process fulfills children and teens' innate need to be loved, spiritually grounded, educated, competent and healthy.

### YMCA INTERN CHALLENGE AND THE YOUTH DEVELOPMENT ROADMAP

9-12 Grade
- Feels supported by others
- Connects with community, school or church
- Feels empowered
- Begins working on a career plan
- Develops time and stress management skills

Post-Secondary
- Social/Emotional
- Post-Secondary
- Social/Emotional

### DIMENSIONS OF WELL-BEING

- Physical
- Social
- Emotional
- Intellectual
- Financial
- Safety
- Environmental
- Community
-Spiritual
DIMENSIONS OF WELL-BEING

INSPIRATION – Inspires by exposing them to new opportunities, fields and community leaders

ACHIEVEMENT – Students are challenged to create solutions and achieve goals by using their creativity and resourcefulness

BELONGING – Connects students with larger community, including YMCA and other nonprofits, businesses, etc.

RELATIONSHIPS – Participants form relationships through team work and conflict resolution; diverse groups of students coming together to solve a problem

CHARACTER – Experiential lessons on professionalism, attitude, time management, conflict resolution and others

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www.YMCAInternChallenge.com

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THANK YOU

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