



NEXT GEN LEADERSHIP

A CATALYTIC INTERGENERATIONAL EXPERIENCE
TO FUTURE-PROOF YOUR ORGANISATION

Maximus International, November 2023

THE AUSTRALIAN ECONOMIC OUTLOOK PRESENTS AN ALARMING PICTURE FOR LEADERSHIP AND DEVELOPMENT.

These mega economic shifts will have seismic impacts across the short-, medium- and long-term.

SKILLS SHORTAGES WILL COST THE AUSTRALIAN ECONOMY

\$39 BILLION

IN PRODUCTIVITY PER YEAR, ESTIMATING OVER **\$150B PER YEAR BY 2030.**

AN ADDITIONAL 1 MILLION UNFILLED JOBS IN THE NEXT 1-3 YEARS.

In the short-term the Australian government's 'Skills Needs Forecast' predicts there will be an additional 1 million unfilled jobs in Australia in the next 1-3 years, impacting industries that are already suffering skills shortages.

65 & OVER

An aging population will impact workforce participation. **The number of people aged 65 and over is expected to double in 10 years.**



DECLINE IN MENTORSHIP

THE NEED FOR SUCCESSFUL RIGOUR

Only 42% of Australian workers have a mentor which is having a negative impact on organisational productivity, innovation, retention, employee engagement and well-being.

YOUNGER GENERATIONS ARE SEEKING DIFFERENT CAREER PATHS.

66% OF GEN Z's

ARE CONTEMPLATING CHANGING CAREERS WITHIN THE NEXT 12 MONTHS.

76% OF YOUNGER GENERATIONS

ARE ASPIRING TO BE THEIR OWN BOSS AND OPT OUT OF A CORPORATE CAREER.



DIGITAL & TECH

CHANGING THE NATURE OF JOBS

While AI and automation will replace certain job functions this catalyses a pressing need for increased cognitive skills demanding real-world problem solving and interpersonal skills. Developing a digital mindset will be critical across all levels of leadership.

INTERGENERATIONAL LEADERSHIP

The new rules of work will be complex and require a *paradigm shift*.



“Overcoming the next four decades of economic decline will come down to **how leaders manage** the mega shifts to **create a stronger, more skilled, more sustainable and inclusive intergenerational workforce**”

Treasury Intergenerational Report 2023 and 2063 Outlook

“As leaders we need to **bring generations together** on what binds us, whilst activating the leaders of today to **steward the next generation** of leaders with curiosity and openness.”

Vanessa Gavan – Founder, Maximus International

“Unless we **embrace a completely new mindset**, the young people of today won't be the people who will lead our organisations tomorrow.”

Gary Bolles – Global Workforce Futurist



A CATALYTIC INTERGENERATIONAL EXPERIENCE TO SET UP THE NEXT GENERATION TO LEAD THE FUTURE.

The Maximus Next Generation experience is an integrated solution combining the wisdom of seasoned leaders, whilst unlocking the potential within the next generation of leaders to tackle the complexities and opportunities which lie ahead.

DESIGNED TO ACCELERATE LEADERSHIP PROGRESS ACROSS MULTIPLE DIMENSIONS

- ▶ Creating a **multifaceted knowledge exchange** which **cultivates a deeper understanding of perspectives** and ways of thinking across generations.
- ▶ **Tailored experiences specifically for the next generation** to confidently and successfully transition into leadership.
- ▶ **Customised experiences for current senior leadership** to understand how they can best share their wisdom and steward the next generation of leaders.

THE EXPERIENCE AUDIENCE

- ▶ **Current/Seasoned Leaders** (Middle Management, Executives, C-suite): We will engage and empower the established leaders within your organisation working across all generations including Baby Boomers, Gen X and Gen Y.
- ▶ **Emerging Leaders** (Individual Contributors, Frontline Team Members, Graduates): We will equip and prepare the next generation of leaders with the multidimensional skills needed to tackle complexity and lead the future across the predominately Gen Z community (with cross over into Y and X), to step into those vital leadership roles.

IMPACT OF THE NEXT GEN LEADERSHIP EXPERIENCE

- ▶ **Sense the future through co-creation:** Collaboratively explore future thinking, bringing diverse perspectives and experiences together.
- ▶ **Purpose and leadership identity:** Cultivate the next generation of leaders committed to leading through identity, purpose, and perseverance. Address organisational excellence and societal betterment.
- ▶ **Generational Deep Dive:** Enhanced awareness of generational differences. Design strategies for leadership and collaboration.
- ▶ **Leveraging Strengths:** Harness the strengths of varied experiences and backgrounds to chart a path forward.
- ▶ **Bridging Generational Gaps:** Bridge the divide between current leaders and the next generation of leaders, uniting on a set of core elements and purpose.
- ▶ **Modern Workforce Culture:** Equip leaders to effectively engage mixed teams, supporting the development of the next generation of leaders. Address the requirements of modern cultures.
- ▶ **Cross Generational Mentoring and Succession:** Wisdom sharing across generations to ensure lived leadership is shared and adopted as succession transitions take place.

OUR NEXT GEN LEADERSHIP | OFFERING BLUEPRINT.

An integrated and tailored set of next generation offerings that can stand alone and/or plug into an existing leadership solution. Targeted, personalised experiences to support individuals to drive change.

FOUR COLLECTIVE EXPERIENCES. EACH CREATING ACCESS AND MENTORSHIP ACROSS GENERATIONS. BRINGING A GLOBAL VIEW FOR OUR NEXT GENERATION.

<p>01. PURPOSE AND THE IDENTITY TO LEAD</p> <p>Maximus' signature leadership purpose work, including a compelling individual identity. Individuals will explore concept of their own purpose, the stories that shape this and their story for the future. Expert psychologists and faculty work one on one to inspire our next generations commitment to lead.</p>	<p>02. CONNECTING GENERATIONS</p> <p>Designed to bring generations together, creating access to the lens that each generation sees the world through. Develop a deeper sense of the human need to connect and solve important problems together. Understanding of legacy and modernity, created with a generational lens.</p>	<p>03. SHAPING A RESILIENT FUTURE</p> <p>A futures session connecting the United Nations greatest problems to solve with the economic influence of our industries. We will zero in on the importance of context in leadership. How cross-cultural, multi-disciplinary teams can create coalitions for change. At the heart of this experience is the duality of doing well and doing good for society.</p>	<p>04. LEADERSHIP COMMITMENT</p> <p>Step into the spotlight across generations, sharing their own leadership narrative. What makes them unique, what do they have conviction in, what is the legacy they will leave or impact they aspire to for the future*.</p>
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These collective experiences range in duration from half-day to two-days. Maximus will work with you to tailor a solution fit for your organisation.

AN EXPOSURE SERIES. FOR THE NEXT GENERATION, AMPLIFYING WISDOM FROM THE REAL WORLD ACROSS INDUSTRY.

<p>CROSS GENERATION FORUMS MENTORING</p> <p>Bring together the collective across generations, facilitating meaningful mentorship whilst problem solving for the future. Within and across organisations through forums and organic connection.</p>	<p>WISDOM MASTERCLASSES</p> <p>Experienced leaders offer lessons from their lived experience – commercial, human and social elements – through live in-person and digital masterclasses.</p>	<p>SKILLSETS OF THE FUTURE LEARNING INTENSIVES</p> <p>Acceleration of the skillset and toolsets required of the future. For example, Next CoLabs to lift digital capability. Sharing AI use cases to take into organisations. <i>Ranging from 90mins-4hrs. Virtual and in-person.</i></p>
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PERSONALISED EXPERIENCES. EVOLVING THE LEADER WITHIN.

*Dedicated 1:1 time to support preparation, shaping and sharpening their leadership narrative to carry forward, wherever they are in their journey.

<p>MAX. ASSESSMENT</p> <p>Maximus' bespoke future leadership assessment includes a tailored development journey and feedback for leaders.</p>	<p>NEXT GEN LEADERSHIP LAB</p> <p>Deep personal exploration, covered 1:1 in a deep 3-4hr intensive. Focused on identity and impact, aligned to core capabilities of the future. Land personal drivers and strengths. Career coaching and planning. Map critical experiences to seek, guiding their progress with purpose and intention.</p>
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BE THE GAME CHANGER
TO FUTURE-PROOF YOUR ORGANISATION.

Shape the Next Generation to lead the *future*.

Be a steward for the next generation of leadership.
Be curious, connected and open.
Be active in bringing generations together.
Don't walk alone. It's complex, it's a long game.
Be bold.
Be brave.
Start the conversation.
Share your wisdom.
Create a legacy.

WORK WITH MAXIMUS TO RETHINK WHAT'S POSSIBLE.

