

# The Experienced Crew-Millennial Advantage: Winning Safety Strategies Across the Great Divide

**November 15, 2018—WEDA Gulf Coast Chapter  
Meeting  
New Orleans, LA**



# Don't let a date define you!

*(But, here are some dates that define the generations.)*



**Traditionalists**  
*(Born before 1945)*

- 12% of the workforce
- Value hard work
- Expect work to be done in the office and measured in hours
- Comfortable with traditional workplace hierarchy
- Value respect for authority



**Baby Boomers**  
*(1946-1964)*

- Peaked at 79 million in 1999
- Individualistic and optimistic
- Value engagement
- Expect advancement and positive interaction
- Want to be respected and appreciated



**Generation X**  
*(1965-1980)*

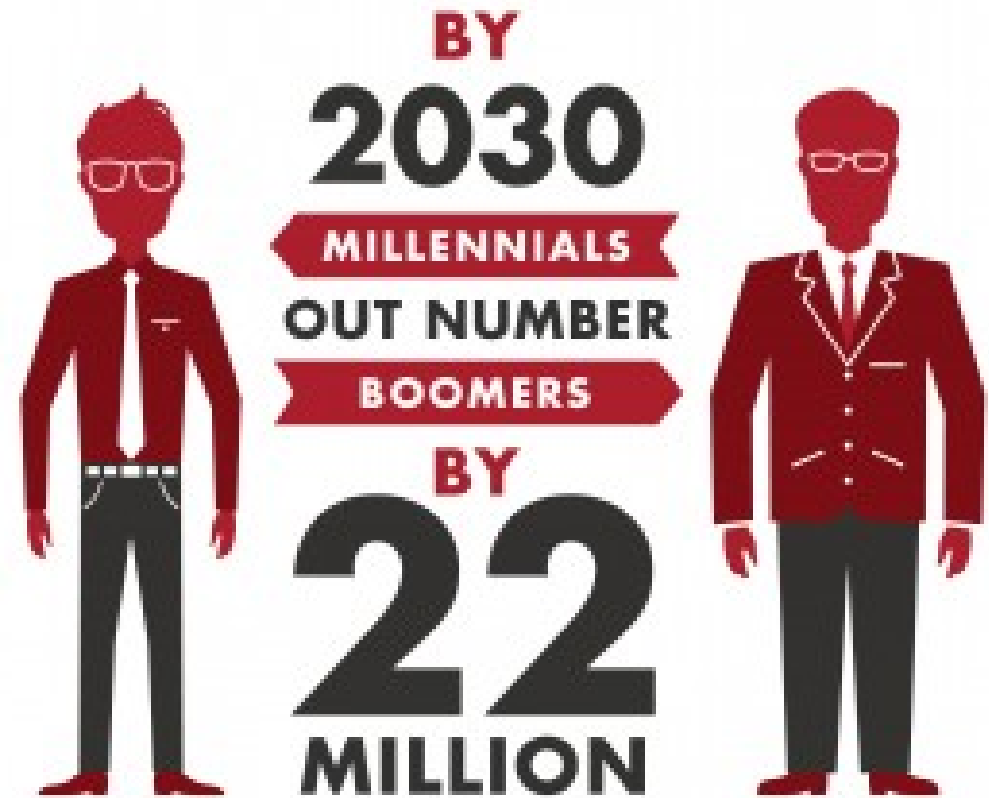
- Smaller than Baby Boomer and Millennial generations
- Pragmatic and skeptical
- Tend to be disengaged
- Want work-life balance
- Chafe under the rules



**Millennials**  
*(1981-1995)*

- 75% of workforce by 2025
- Enthusiastic and self-confident
- Want to be recognized for achievements
- Value innovation
- First tech natives
- Struggle to work with people who don't seem as smart or socially conscious as they are

Millennials aren't going anywhere.



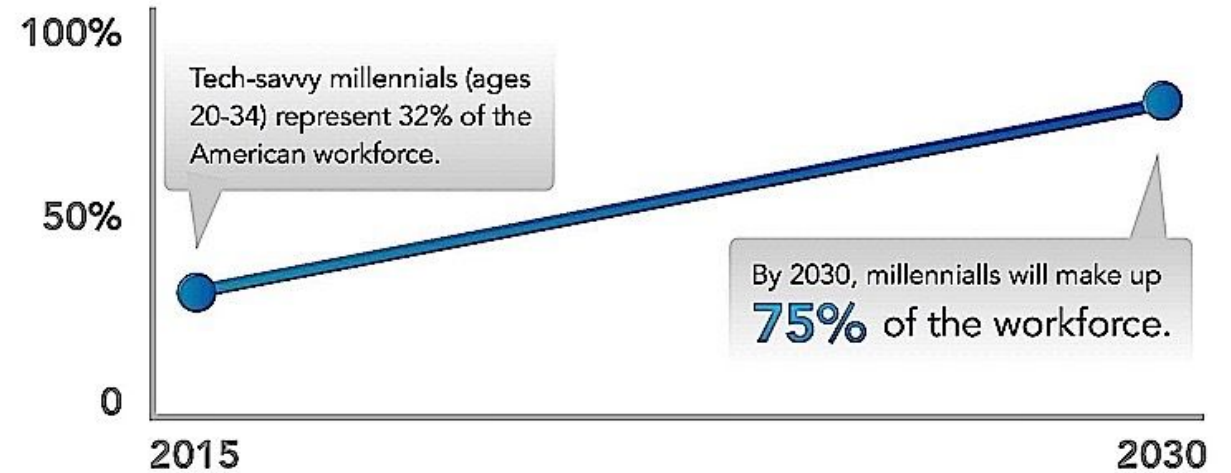
But the rest of the workforce is...



## From Baby Boomers to Millennials



Approximately **10,000** Baby Boomers retire each day.



# Tapping Into Innate Safety Leadership Potential

## Experienced Crews

Rooted in human relationships (brother's keeper) more than tech

Sea stories as reality check on "It can't happen to me."

Technical and operational knowledge

Safe-work role models (the good ones)

Work ethic- know the value of a good day's work

Want permission to put families first

# Tapping Into Innate Safety Leadership Potential

## Millennial Crews

Tech-savvy

Mobile- willing to go where the work is

Data and results-driven

Low-risk tolerance

Desire for meaningful paid work

Take permission to put family first

# Organization Performance Factors

Organization Factor	Key Question
<b>Clear Performance Expectations</b>	<b>Do people know what they're supposed to do?</b> Revise, rework, collaborate, clarify, align, communicate
<b>Necessary Support</b>	<b>Do people have what they need to do what they're supposed to do?</b> Commit, build, redefine, clarify, recondition, purchase, redesign, align, integrate, invite, coach, mentor, apprentice
<b>Clear Consequences</b>	<b>What will happen when people do what they're supposed to do?</b> Ensure access and consistency, align, invest in, innovate, listen to, research
<b>Prompt Feedback</b>	<b>Do people know if they're doing what they're supposed to do?</b> Follow-up, communicate, share authority, balance, influence, celebrate
<b>Individual Capability</b>	<b>Are people capable of doing what they are supposed to do?</b> Recruit, hire, recognize, stretch, challenge, rethink, redefine
<b>Necessary Skills and Knowledge</b>	<b>Do we know what we need to know to do what we're supposed to do?</b> OJT, one-to-one, job tools, special projects, cross-train, invite to meetings, read, write, participative classroom, attend/present at/hold conference, professional associations, social action, learning partners, satellite learning, teleconference, innovate, celebrate

**Safe, efficient production is the standard,  
regardless of age and experience!**

