

# LS Consulting

Leadership Diversity is much more than ethnic boundaries being broken, it includes both Gender and Generational Diversity. However, diversity is not enough for an organizations to thrive in today's business climate. Inclusion, where we bring together the strengths of gender and the generations, results in improved organizational retention, talent management, increased productivity and improved client relationships. Lauran Star understands the relevant issues facing organizations and those tasked with its people management.

**Generational Diversity is now upon us as Millennials currently make up over 40% of the workforce – and that is great news.** They bring passion and innovation, they are tech savvy and want career growth. However, working with Millennials can present an entirely new problem. There is a learning curve to attracting, retaining and inspiring this Generation. It comes down to a shift in Leadership, Communication and



*Lauran Star, CEO of LS Consulting  
Leadership & Business Development*

Conflict Management skills. Regardless of the generation, your skills and perception need to adapt to elevate you, your team and your company. *Lauran Star, thought leader on Leadership Inclusion, embraces and inspires people and organizations like yours to thrive in a new, uncharted generational workforce.*

## Today's Generational Workforce

Companies are now preparing for Generational I (born 2001- 2015) in the workplace, leaving a gap of learning and development for Millennial Generation.

The diversity between the Baby Boomers (1946-1964), Generational X (1965-1980) and Millennials (1977-2000) includes leadership, feedback, communication and conflict management. All which are learnable skills.

As Baby Boomers prepare to retire, Organizations are left with leadership voids that must be filled with both the Millennial and X Generation, however both struggle to find common ground.

The Millennial generation is not prepared to lead, and other generations to follow.

## The Benefits of Generational Inclusion Programs

Organizations that are generational ready have higher job retention, performance and job satisfaction.

Employees with strong generational skills have higher job satisfaction and climb the corporate ladder faster than those who are lacking.

Generational companies are more innovating and problem solving.

Understand the generations demonstrates an increase in new client business and retention.

What motivates one generation may not motivate another -the Millennials are motivated on having a positive input and outcome on employment verse just working. Understanding these motivations results in higher job productivity and job satisfaction.



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**Lauran Star**  
is a sought after  
Organizational  
Development  
Consultant  
focused on  
Leadership  
and Generational  
Inclusion in  
the workplace.

Her leadership experience began in 1989 when she became a proud member of the United States Armed Forces and followed with over fifteen years of leadership development with several Fortune 100 companies. Lauran is an International Best Selling Author of *LEIP Forward; Leadership Emotional Intelligent*, Best Selling author of *Your Power Pivot-Shifting the Paradigm of Work Life Empowerment* and to be Launched 2015, *Pivotal Leadership – Creating Generational Leadership Inclusion in the Workplace.*

Lauran has a Master's degree in Organizational Psychology with a focus on Leadership and Generational Diversity. Her certifications include: Executive Coaching, DiSC, Emotional Intelligence, TKI Conflict Management and Firo. She is an active member of the Global Speakers and adjunct faculty for the University of New Hampshire Education System.

Lauran Star offers a variety of Speaking, Training and Consulting/Coaching programs as well as content/article publication and co-branding in the following areas focused on Generational Inclusion and Leadership:

**Generational Development** – Comprehensive understanding of how each generation communicates, motivates and works together in fostering the growth of the organization. Development includes communication and conflict management.

**Leadership Development** – Leadership is not one size fits all, therefore, programs are customized to focus on your diversity and needs. Development includes communication, transformational leadership training and Emotional Intelligence.

**Client Retention/ Business Development** – Understand the next generation of clients, their needs, what motivates them and how to keep them and create lasting solid business platforms.

**Generational Attraction and Retention** – How to attract and keep great employees regardless of their generation comes down to understanding what drives them.

**Inclusion Beyond Diversity** – Team building where teams go beyond what their biases are and begin to work as cohesive units driving organizational growth in every level.

**DiSC & Emotional Intelligence Training Programs**

Contact Lauran Star to discuss the programs that is best suited for your needs.

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