



**STANDARD
BEARERS
ACADEMY**
EXCELLENCE HEREAFTER



Sync with Millennials

What's new and what's old?



Strauss–Howe generational theory

1. Lost Generation
 - 1883 – 1900
2. G.I. Generation
 - 1900 – 1920's
3. Silent Generation
 - 1920's – 1940's
4. Baby boomers
 - 1940's – 1960's
5. Generation X
 - 1960's – 1980's
6. **Millennials (Gen Y)**
 - 1980's – 2000's
7. Generation Z
 - Late 1990's – 2000's

https://en.wikipedia.org/wiki/Strauss%E2%80%93Howe_generational_theory

<https://en.wikipedia.org/wiki/Millennials>



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Are you going to let a label define you?

**Or are you going to define
yourself?**

“It is not how much you know but how much you do, that makes the critical difference.”

Yawan Baig



The World Today

1. In 2016, 62 people had more assets than 50% of the world.
2. In 2017 that number dropped to 8
3. The problem of the world is poverty of resources but poverty of compassion.

Aristotle said:

The rule of the uber rich means tyranny or revolution.



Global Focus

1. Maximizing shareholder wealth
2. Which means:
 1. Minimizing production costs i.e. raw material & labor
 2. Everything that can be automated will be automated
 3. Only highly specialized jobs will remain
3. The single operative value of the world is 'Profit'

What does this mean for your future?



What will you be remembered for?

1. In 1631 the foundation of a building was laid. It was finally completed in 1648.
2. In 1636 the foundation of another building was laid.
3. Today both buildings exist. The first one has two occupants. Both dead. Those who rule the world come out of the second building.

Taj Mahal and Harvard University



Our nostalgia trip

1. We live in the past and quote the 'Golden Era'
2. Ask what people in 2300 will say when they speak of our era?
3. The achievements of others don't define us

Test: How many books did you read this year?



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Do you want to leave a Legacy?

Those who don't are free to leave now



What is new?

1. Chaos: Rapid change
 2. Choices: Max variety
 3. Technology: Speed
1. Resilience, Perseverance, Compassion, Teamwork
 2. Anticipate, Prepare, Focus
 3. Use it. Don't be enslaved

Gives a false impression of the reality



What is Enduring?

- | | |
|---------------|--------------------------------------|
| 1. Clarity | 1. History + Current = Perspective |
| 2. Focus | 2. Goal clarity |
| 3. Dedication | 3. Discipline + hard work |
| 4. Structure | 4. Road map + schedule |
| 5. Metrics | 5. Monitoring + feedback + mentoring |

How do you rate yourself on this table?



Current crisis

1. Totally 526 million people under the age of 25.
2. 272 million between the ages of 10 & 19.
3. Next 30 to 40 years: youngest population of any nation.
4. Ideally suited to become the workforce for the world.
5. Provided: high-quality skill training and high-quality infrastructure.

2016: 3.7% engineers employable 92.3% are not



Understand the data

1. And remember that 92.3% failures are of those who made it to engineering college.
2. What about the millions who don't get beyond school education itself? They still exist, they still need food, shelter, housing, medical care, employment and happiness.
3. What will happen when all they come up against stone walls at all these thresholds?

We are looking at anarchy unless.....



What to do?

1. 'Millennial' is a name given to your generation
 - It doesn't define you, limit you or make you special
2. Rules of success and failure are eternal & universal
 - They don't change for you or for your time
3. Set your goals early and work to achieve them
 - Rules are the same, like gravity or aerodynamics

Success is only for those who really want it



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Fundamental Rules of Success

Do you really want to succeed?



Clarity

1. Define 'Success'
 - What does 'success' mean to you? How real is it for you?
2. Who is your Success role model?
 - What do you know about him/her?
3. What do you need to do to become successful?
 - What is your strategy and road map, metrics, timeline?

Who do you need to make this happen?



Focus

1. How many times a day do you think of your goal?
 - That will show if it is a goal or a wish
2. What are you reading currently?
 - What is on your reading list?
3. What does your timetable look like?
 - Do you make your bed & polish your shoes?

Who are your friends and why?

Focus is the art of
ignoring fluff

yawan baig



Dedication

1. How many hours a day do you sleep?
 - Do you work out daily? For how long?
2. What evidence of discipline is there in your day?
 - How do you deliver on promises? [Ask your customers]
3. What are you doing daily to develop yourself?
 - In what areas are you developing yourself?

Who is your role model for dedication
& what do you know about them?



Structure

1. What is your strategy for success?
 - Do you have a Road map with timelines?
2. Do you have an annual review/appraisal?
 - Do you set yourself annual goals & monitor achievement?
3. Name 3 things you did to develop yourself this year
 - Were these planned or accidental?

Reliability is a factor of structure and builds trust



Metrics

1. How do you know you are succeeding?
 - What is the measurement?
2. Only what you measure, you can control and guarantee
 - Otherwise it is not repeatable
3. How many miles to the destination?
 - How many miles per hour?

Success is where aspirations meet preparation



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My two gifts for you

Be an Idealist and do One Degree more



Idealist

Optimist

Realist

Pessimist

Cynic

Indifferent

The flame never dies

