

Future Forward

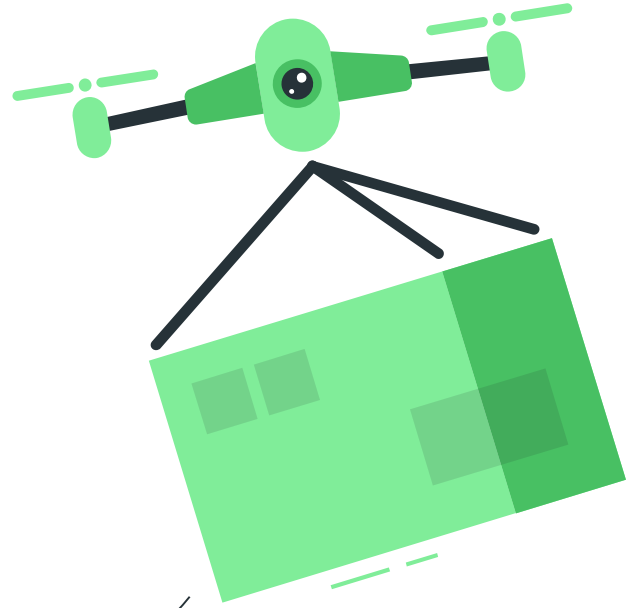


Dr. Syed Burhan

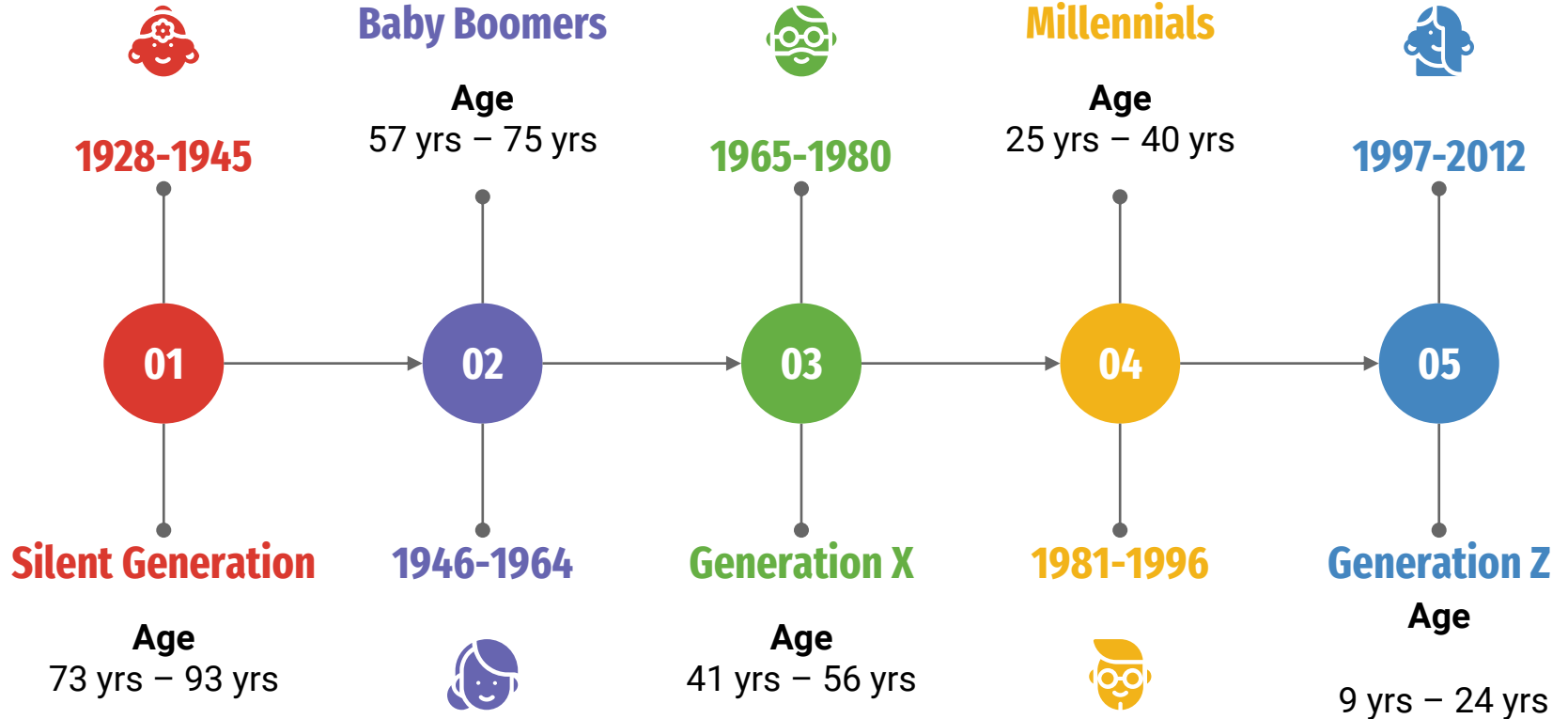
Director, Huda Schools, PU & Degree Colleges, Bangalore
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Navigating

Past, present & future generations



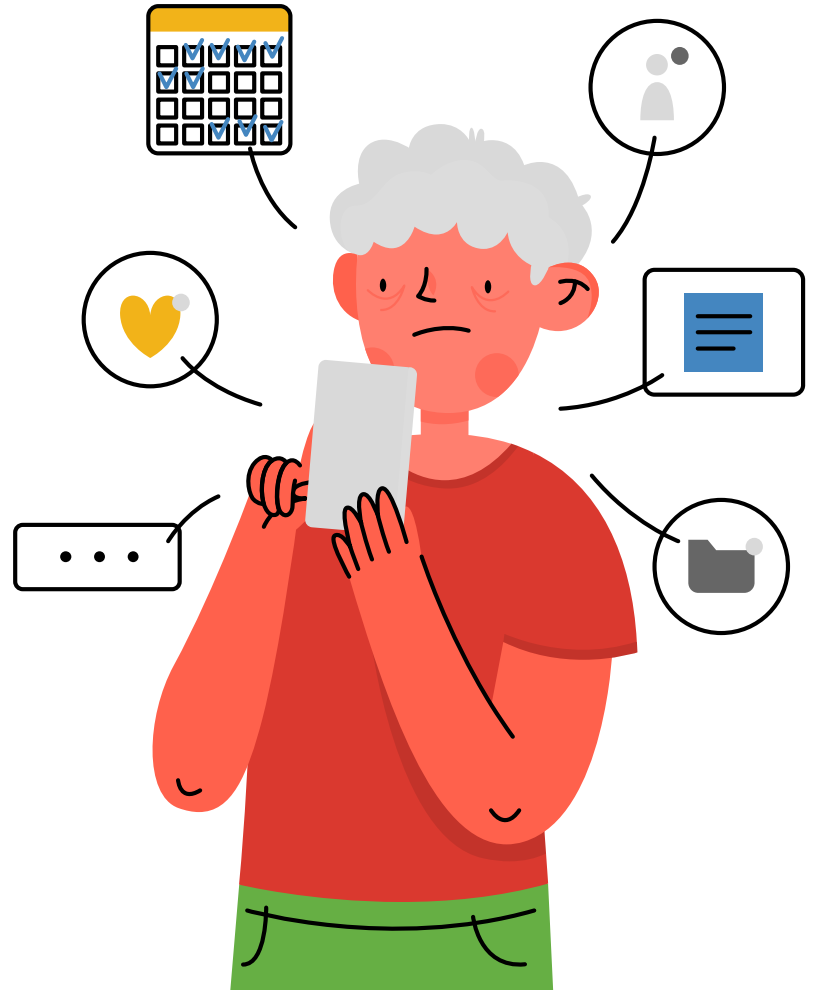
Past, Present & Future

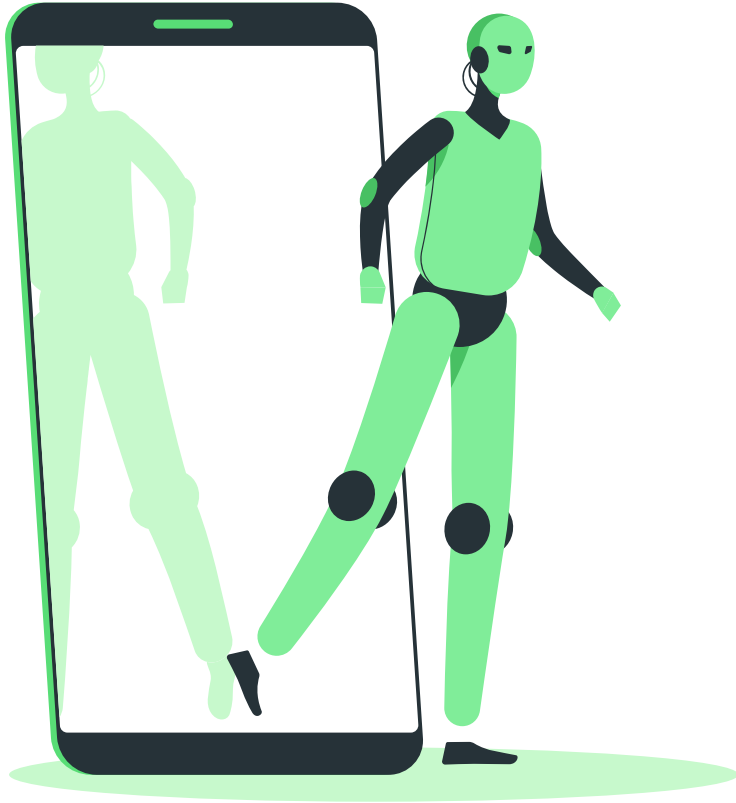


Generation α

2013-2024

Age
> 8 yrs





Understanding Generations...

Silent Gen

- ✓ The Great Depression
- ✓ World War II
- ✓ Radio and movies

Baby Boomers

- ✓ Post-World War II optimism
- ✓ Economic prosperity

Gen X

- ✓ Economic uncertainty
- ✓ Latchkey childhoods
- ✓ Technology advancements

Shaped By



Millennials

- ✓ Technology boom
- ✓ Globalization
- ✓ Helicopter parenting

Gen Z

- ✓ Digital natives
- ✓ Economic uncertainty
- ✓ Global awareness

Gen α

- ✓ Technology immersion
- ✓ Seniority
- ✓ Diverse family structures

Silent Gen

- ✓ Stability
- ✓ Conformity
- ✓ Hard work

Baby Boomers

- ✓ Success
- ✓ Personal growth
- ✓ Teamwork

Gen X

- ✓ Independence
- ✓ Work-life balance
- ✓ Pragmatism

Motivated by



Millennials

- ✓ Meaningful work
- ✓ Diversity
- ✓ Collaboration

Gen Z

- ✓ Entrepreneurship
- ✓ Individuality
- ✓ Social causes

Gen α

- ✓ Individual expression
- ✓ Innovation

Communication

Silent Gen

- ✓ Face-to-face
- ✓ Written communication

Baby Boomers

- ✓ Face-to-face
- ✓ Phone calls
- ✓ Formal written

Gen X

- ✓ Face-to-face
- ✓ Early internet
- ✓ E-mail



Millennials

- ✓ Texting
- ✓ Social media
- ✓ Online platforms

Gen Z

- ✓ Instant messaging
- ✓ Video content,
- ✓ Social media

Gen α

- ✓ Interactive digital media
- ✓ Virtual communication

Learning style

Silent Gen

- ✓ Formal

Baby Boomers

- ✓ Structured
- ✓ Rote learning

Gen X

- ✓ Participative
- ✓ Self-directed

Millennials

- ✓ Interactive
- ✓ Lots of tests

Gen Z

- ✓ Groups
- ✓ Online

Gen α

- ✓ Virtual
- ✓ Gamification



Education

Silent Gen

✓ Formal

Baby Boomers

✓ Freedom of expression

Gen X

✓ Practical

Millennials

✓ Accountability

Gen Z

✓ Individualized

Gen α

✓ Personalized
✓ Remote



Career goals

Silent Gen

- ✓ Formal

Baby Boomers

- ✓ Build a stellar career

Gen X

- ✓ Build a portable career



Millennials

- ✓ Build parallel careers

Gen Z

- ✓ Build a fun & entrepreneurial career

Gen α

- ✓ Purpose driven
- ✓ Remote works

Family Life

Silent Gen

- ✓ Multiple generations

Baby Boomers

- ✓ Indulged

Gen X

- ✓ Alienated

Millennials

- ✓ Protected

Gen Z

- ✓ Connected

Gen α

- ✓ Still emerging



Silent Gen

- ✓ Multiple generations

Baby Boomers

- ✓ Title & corner office

Gen X

- ✓ Freedom & flexibility

Rewards



Millennials

- ✓ Meaningful work

Gen Z

- ✓ Social change

Gen α

- ✓ Purpose driven

Silent Gen

✓ Controlling

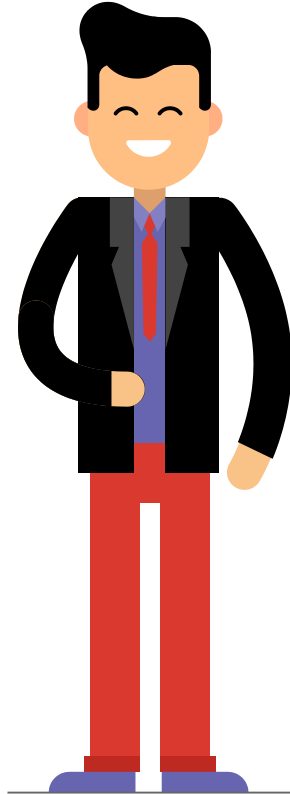
Baby Boomers

✓ Directing

Gen X

✓ Coordinating

Leadership style



Millennials

✓ Guiding

Gen Z

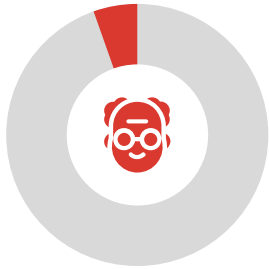
✓ Empowering

Gen α

✓ Inspiring

Current Workforce Numbers

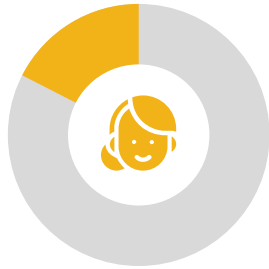
5 %



1928-1945

Silent Generation

20 %



1946-1968

Baby Boomers

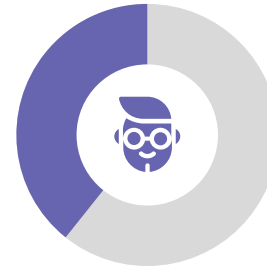
30 %



1965-1980

Generation X

35 %



1981-1996

Millennials

10 %



1997-2012

Generation Z

Used to learn new skills (daily)



48%
TikTok



46%
Instagram



42%
YouTube

Words used to describe themselves



51%
Independent



48%
Determined



46%
Creative

Qualities valued in a leader



58%
Approachable



57%
Clear communication



57%
Empathy

Most important when considering a new job



75%
Accessible and approachable leadership



69%
Learning and development opportunities



67%
Career progression opportunities

Gen Z

Born 1995-2009



Top hopes

- 1 Own my own home 63%
- 2 Have full financial freedom and independence 59%
- 3 Travel and see the world 59%

Top fears

- 1 I won't have enough money to live comfortably 58%
- 2 Never being able to buy my own home 47%
- 3 Being stuck in a job that I don't enjoy or find fulfillment in 46%

Influential movies



Harry Potter



Shrek



Toy Story

Global population and workforce %

● Builders ● Boomers ● X ● Y ● Z ● Alpha



WHAT SHAPED THEM

Millennial parents (Generation Y)

Born 1980-1994 — aged 27-41

GENERATION ALPHA

BORN 2010 - 2024

THEIR FUTURE

Older siblings to Generation Beta

Born 2025-2039

ABOUT GENERATION ALPHA

LABELS

The Alphas

Generation glass

Upagers

Multi-modals

Global Gen

WEEKLY BIRTHS

2,740,000

Generation Alphas born globally each week

TOP COUNTRIES OF BIRTH



TOP BABY NAMES

Oliver	1	Charlotte
Noah	2	Amelia
William	3	Olivia

CHARACTERISTICS



Global



Digital



Social



Mobile



Visual

WORKFORCE OF 2030



X 23%



Y 32%



Z 34%



α 11%

INCOMING TECHNOLOGY



TIMELINE



OUTGOING TECHNOLOGY



MILESTONES

✦ First Alphas born

● 500 million

● 1 billion

● 1.6 billion

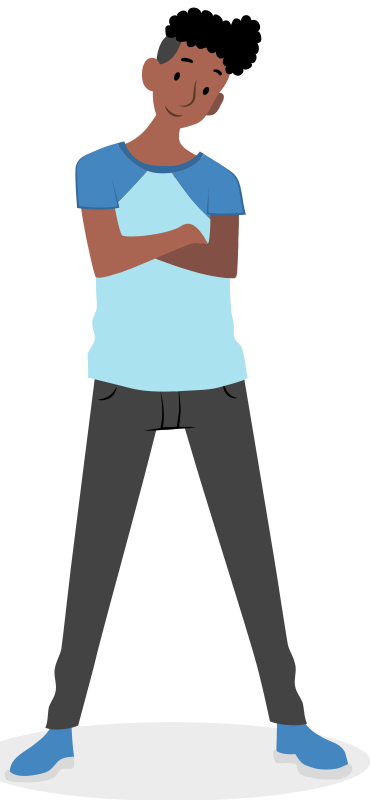
● 2.2 billion

NEW JOBS

- Cybersecurity specialist
- UX manager
- Drone pilot
- Blockchain developer
- Data designer
- Virtual reality engineer
- Robotics mechanic
- Sleep technician
- Sustainability officer
- Driverless train operator
- Wellbeing manager
- AI specialist
- Life simplifier
- Urban farmer
- Space tourism agent

Facts - Generation Z & α

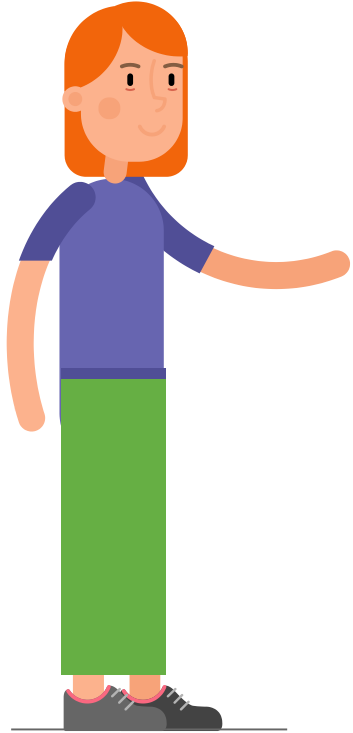
- Less concerned about working for a traditional company with an **eight to five schedule**.
- **63%** of Generation Z & α students believe that college should teach students about **starting a business**
- Generation Z & α students like **independent, self-paced learning**,
▪ with opportunities for **collaboration** as needed.
- They see their **instructor** as a learning **facilitator**
- They want their facilitator to be more **informal & available**
- Gen Z & α students experience **high rates of depression and anxiety**



Old vs. New

Millenials (Gen Y)

- **Winners**
- **Competition**
- **Results**
- **Patient**
- **Less team work**
- **Less creative**
- **Teacher centric**

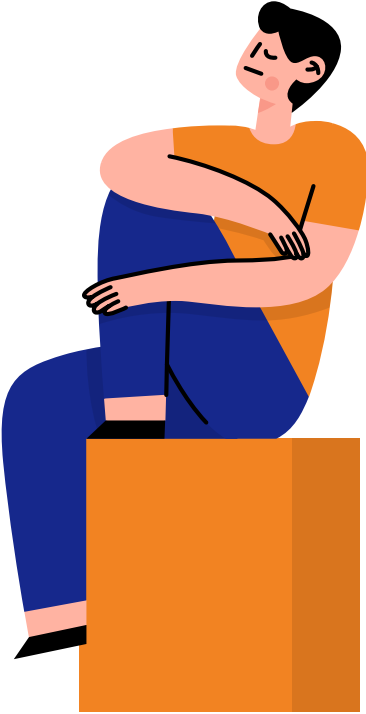


Generation Z & α

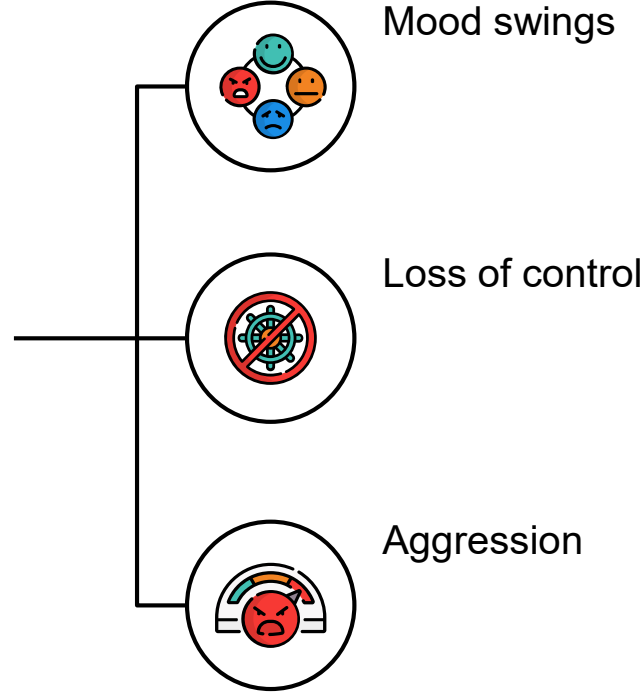
- **Adaptive**
- **Collaboration**
- **Efforts**
- **Impatient**
- **More team work**
- **More creative**
- **Student centric**



Teenager behavior

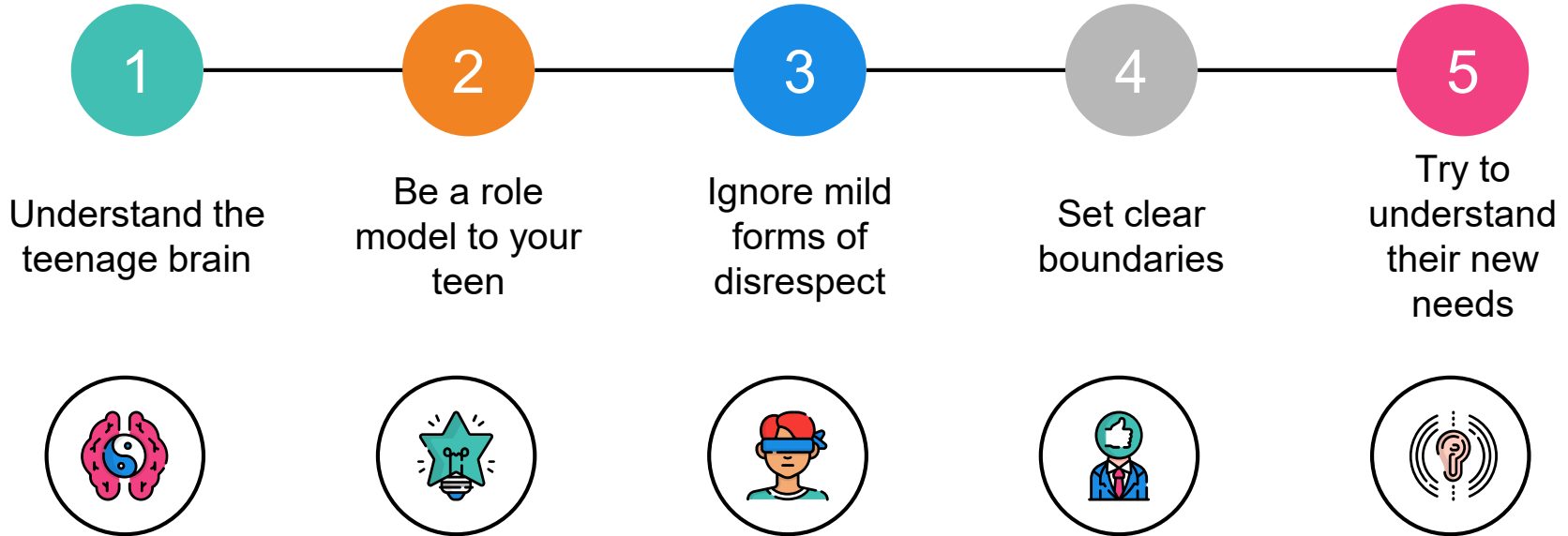


Abnormal behavior



Teenager behavior

How to handle your teen's disrespectful behavior?





“Don’t **STOP** them
instead give them a
DIRECTION”

Thank You!



ANY QUESTIONS?



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