



# **DIVERSITY IN LEADERSHIP**

**MODERATOR: DAWN IRION – OSF HEALTHCARE SYSTEM**



# PANEL

**Leslie Lennergard**, Manager, Strategic Planning –  
Aurora Health Care

**Penny L. McCarty, MHRIR, SPHR, SHRM-SCP**, Chief People  
Officer - HSHS Medical Group

**Sunny Lu**, General Manager of Medical Solutions -  
Telamon Enterprise Ventures



# DIVERSITY

The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. It is the exploration of these differences in a safe and positive environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

# MULTIPLE GENERATIONS @ WORK

## Five Generations Working Side by Side in 2020



### TRADITIONALISTS

Born 1900-1945

Great Depression  
World War II  
Disciplined  
Workplace Loyalty  
Move to the 'Burbs  
Vaccines



### BOOMERS

Born 1946-1964

Vietnam, Moon Landing  
Civil/Women's Rights  
Experimental  
Innovators  
Hard Working  
Personal Computer



### GEN X

Born 1965-1976

Fall of Berlin Wall  
Gulf War  
Independent  
Free Agents  
Internet, MTV, AIDS  
Mobile Phone



### MILLENNIAL

Born 1977-1997

9/11 Attacks  
Community Service  
Immediacy  
Confident, Diversity  
Social Everything  
Google, Facebook



### GEN 2020

After 1997

Age 15 and Younger  
Optimistic  
High Expectations  
Apps  
Social Games  
Tablet Devices

