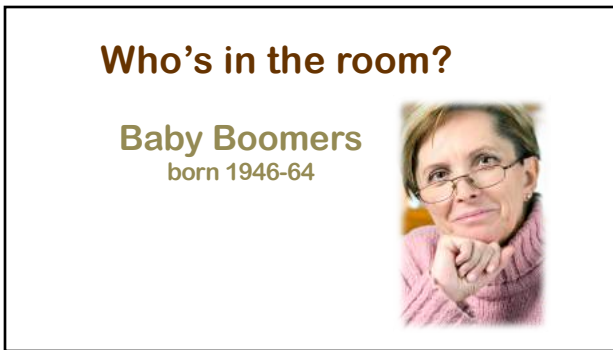




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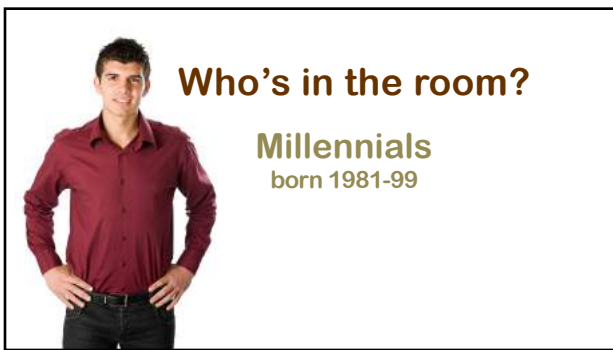
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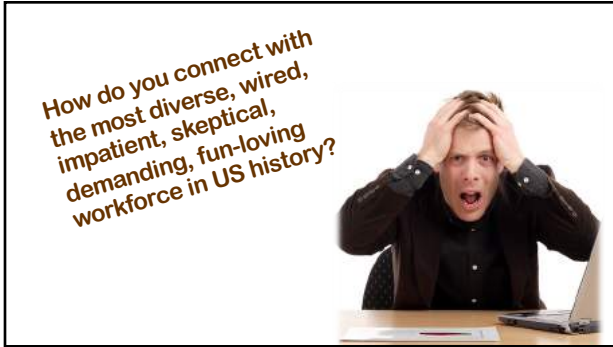
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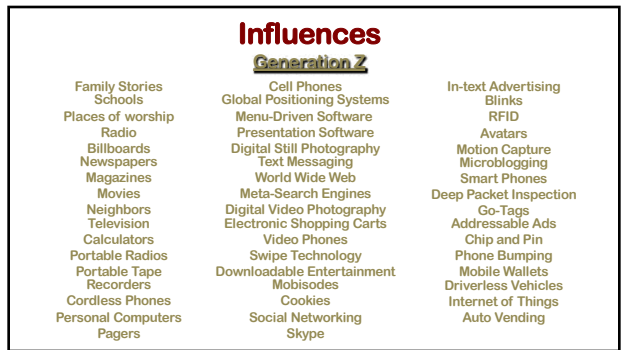
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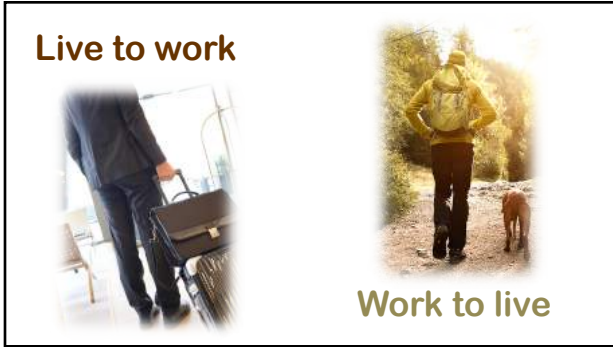
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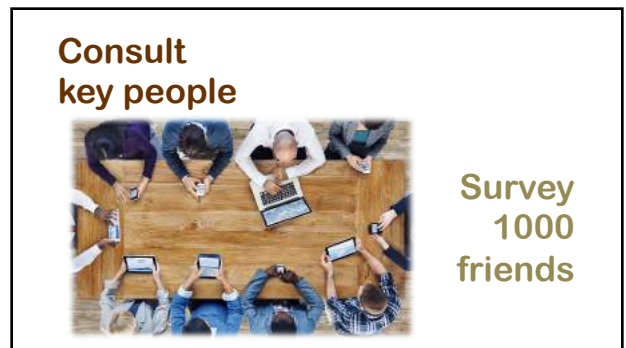
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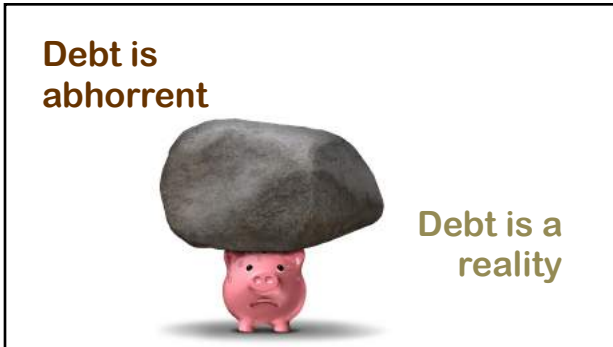
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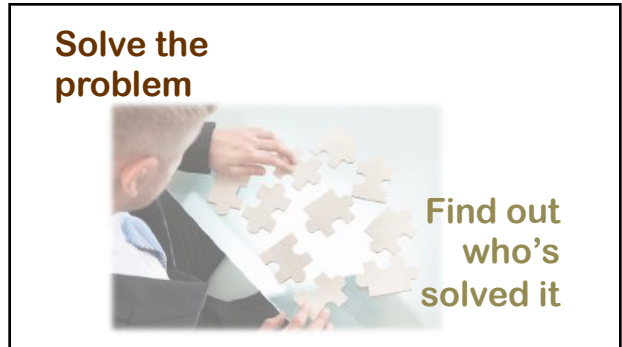
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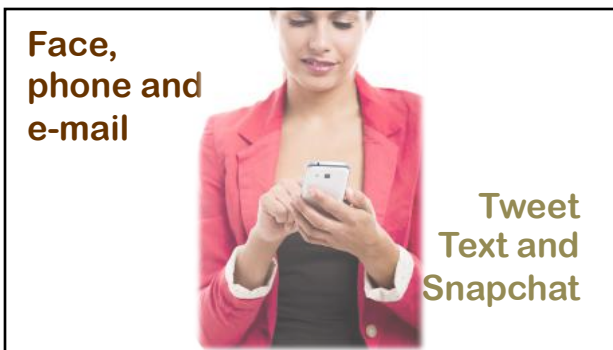
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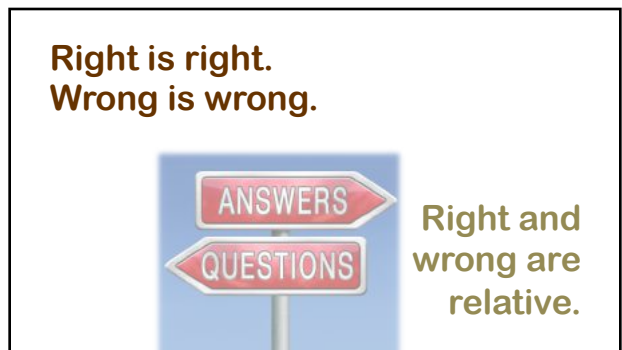
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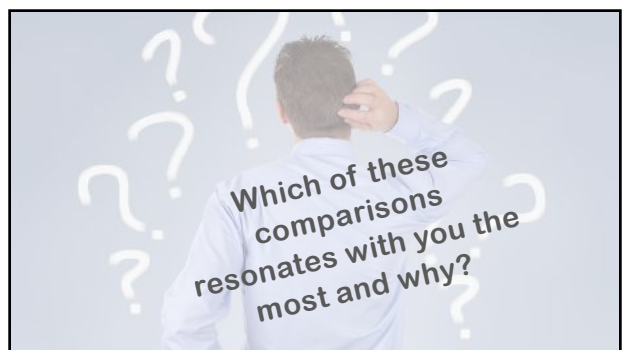
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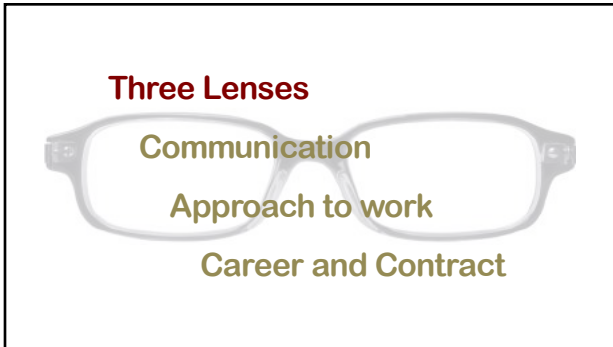
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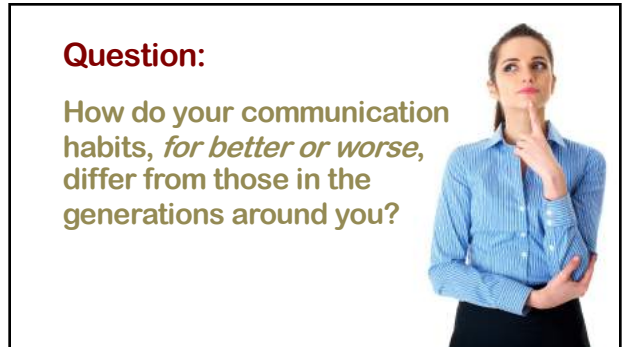
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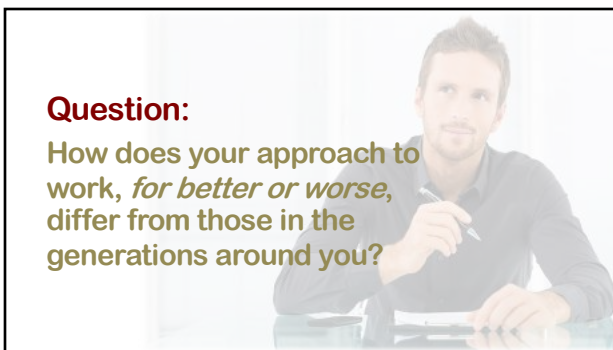
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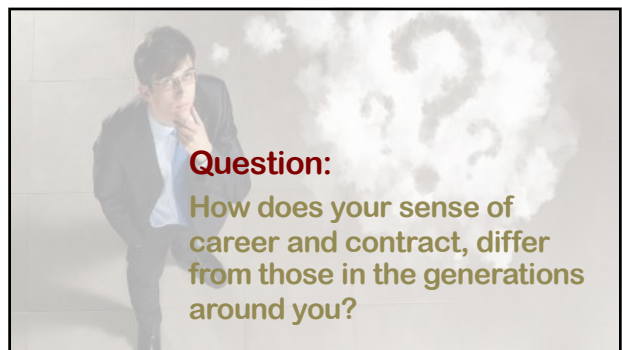
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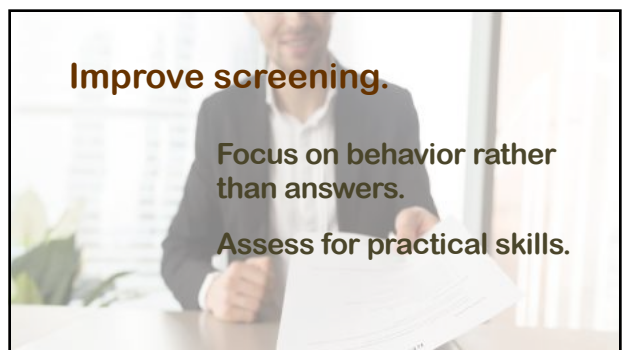
27



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30

Make on-boarding a priority.

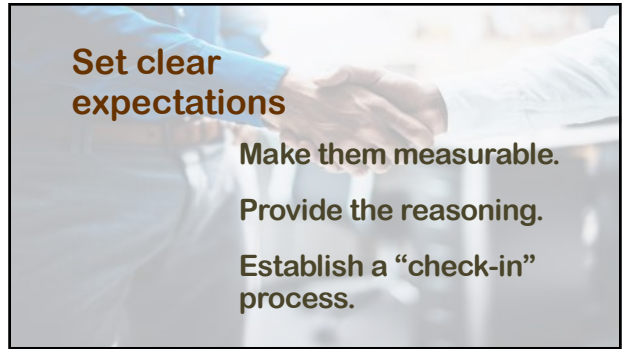
- Provide a pre-start video.
- Work to ensure the “fit.”
- Show them the big picture.



31

Set clear expectations

- Make them measurable.
- Provide the reasoning.
- Establish a “check-in” process.



32

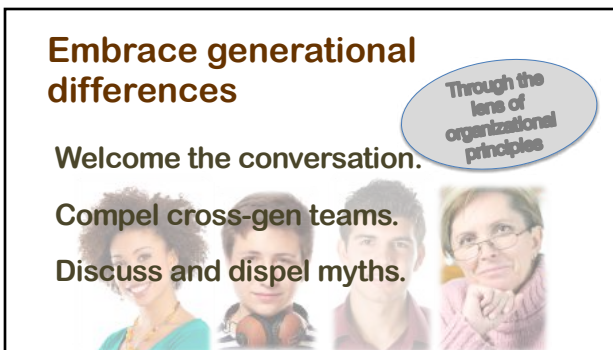
Embrace generational differences

Welcome the conversation.

Compel cross-gen teams.

Discuss and dispel myths.

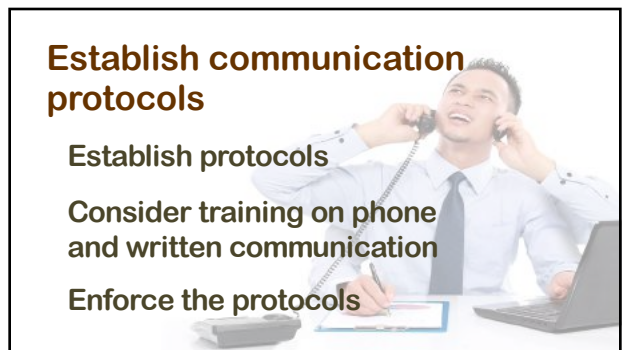
Through the lens of organizational principles



33

Establish communication protocols

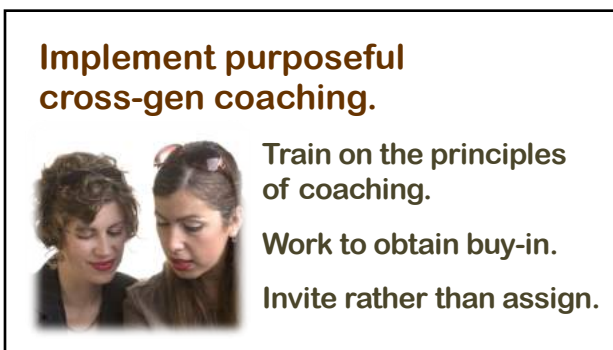
- Establish protocols
- Consider training on phone and written communication
- Enforce the protocols



34

Implement purposeful cross-gen coaching.

- Train on the principles of coaching.
- Work to obtain buy-in.
- Invite rather than assign.



35

Implement Management Succession Planning and Knowledge Transfer

- Empathize with topping out.
- Introduce opportunities for mentoring.
- Provide temporary opportunities for supervision and leadership.
- Assign an implementation champion.



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The logo for Common Sense Enterprises, Inc. features the words "COMMON SENSE" in a bold, sans-serif font, with "ENTERPRISES, INC." in a smaller font below it. The text is enclosed within a red circular graphic element that resembles a stylized 'C' or a partial ring.

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