



Sustaining ASHRAE Through Leadership, Mentoring Our Future

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DL Program

- Please no commercialism
- Please fill out the DL forms
- Try to expand your thinking
- Feel free to ask questions

Presidential Theme

- Ron Jarnagin in Montreal June 2011



Sustaining ASHRAE Through Leadership



- Most Themes Only Last a Short Time Period
- We need to Look to the Future!



Leadership Is

- **50% Vision and 50% Getting Other to Follow**
- **Getting the Right People involved in the Right Roles (this is 80% of the battle)**
- **Team Driven (involvement with the will to get the job done)**
- **It is Contagious!!!**

Leadership Is

“Leadership is the art of getting someone else to do something you want done because he wants to do it”

by Dwight D Eisenhower

ASHRAE Leadership Includes



- Looking for Future Leaders
- Mentoring them Properly
- Involvement for the
Advancement of our Society and
Industry

Understanding Generation “Y”



Why Look at Generation Y

- They will soon represent 20-30% of the workforce
- They are driving the way we conduct our lives
- They are changing the workplace

Demographic

- Born between 1979 and 2000
- Today in the workplace they are between 15 – 36 years of age
- Know As
 - Generation Next
 - Echo Boomers
 - Millennials

Generation Comparison

Influence	Baby Boomer	Generation X	Generation Y
Birth Years	1946-1964	1965-1978	1979-2000
Music Medium	LPs and EPs	Cassettes & CDs	Digital (iPOD & MP3s)
Money	Earn it	It is not everything	Give it to me
Loyalty to Employer	Work my way to the top	Short cut to the top	Give me Saturday off or I'll quit
Change	Resist it	Accept it	Want it
Technology	Ignorant of it	Comfortable	Feel it in their gut

Modified from Sheahan, P. (2005) Generation Y p. 4

Life Experiences

- Most education-oriented and most educated generation in history
- Extremely supportive, hovering 'helicopter' parents
 - Raised on a healthy dose of self-esteem
 - "You can be and do anything" mentality
 - Everyone is rewarded independent of merit



Life Experiences



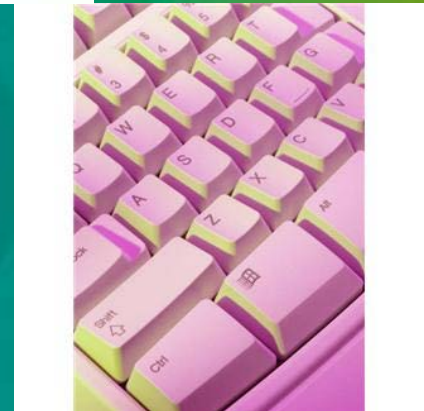
- Influencing events
 - School shootings
 - 9/11
 - Hurricane Katrina
 - Afghanistan/Iraq
- Life is short philosophy



Life Experiences



- Raised in a fast paced world dominated by technology
- Instant gratification
- Social networking/blogging resulting in a revised definition of privacy and communication



Characteristics



- **Impatient**
 - **Loathe many-stepped processes and bureaucracy**
 - Prefer to vault over, rather than methodically ascend, the ladder
 - Explanation is required as to why they are not going to be promoted after 2 months of employment
- **Believe in results, not years of service**
- **Respect not granted simply due to age or title**



Characteristics



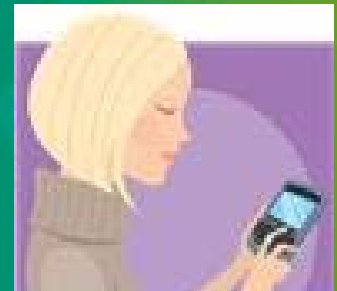
- **Social**
- **Collaborative**
- **Celebrate diversity**
- **Self expression**
 - **Clothing, piercings and tattoos**
 - **Value self-expression over self-control**
 - **Speak their minds freely**



Characteristics



- **Willingness to do only so much for prosperity**
 - Equivalent work ethic just 40 hours rather 70 hours
- **Doesn't see the need to be attached to a desk for 8 hours a day**
- **Work life balance**
 - › Flexibility of work location
 - › Value free time, energy and health
 - › See work as part of life, not life itself
 - › Always connected to work
therefore work needs to be enjoyable



Contributions to the Workforce

- **Adaptable**
 - Tech-savvy
 - Able to grasp new concepts
- **Multi-taskers**
- **Efficient (given a full understanding)**
- **Commitment to what they believe in**
- **Risk taking and 'I can do it' attitudes**

Views on Employment



- **Respect as an employee**
- **Provide a progressive promotion path**
- **Get buy in / skeptical**
 - **Explain the need for or reason for a policy**
 - **Enforcement and consistency is key**
 - **Expect to be consulted and included in management decisions**
 - **Communication is the key**

Views on Employment



- Appreciate clear direction, tight deadlines, and constant challenge
- Feedback and support are essential
 - Generation 'Why' – lots of questions and acknowledge they do not know everything
 - Desire frequent interaction with their boss
- Believe that communication is key
 - Communication is different
 - Expect Training for business situations

Views on Employment



- Money is not everything but is influential
- Training, learning, & development opportunities strongly valued
 - Desire for personal growth
 - Tuition reimbursement for advanced degrees
- Provide mobile & portable technologies
- Retirement benefits are important

Employment – Satisfaction

- Believe their work should have meaning – align with values
- Social interaction and fun workplace
- Team focus
- Desire to add value
 - Want responsibility from day one

What is the Solution



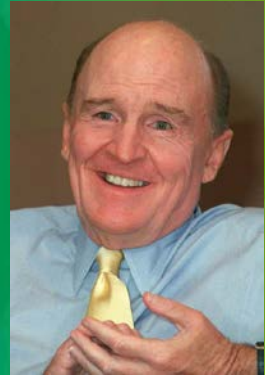
- **Mentoring for Success**



Mentoring Is -



- ... coaching
- ... training
- ... supporting
- ... cheerleading
- ... helping
- ... caring
- ... leading
- ... consoling



Mentoring for Success Is -



- ... all of the above, plus...
- ... creating a context of excellence
- ... providing a clear purpose
- ... building a network of mentors
- ... continuous improvement

Why mentor?



- To retain
- To engage
- To create a context of excellence
- To create an inviting workplace.



The need for context



- A mentoring program without a well-communicated purpose will NOT be successful
- Individuals may feel that all this new attention from senior employees/peers is a result of poor performance
- It seems self-evident... but you still need to explain why you are pursuing excellence

Rethinking the mission...

- Mentoring may force you to look at your organization's true mission.
- You will not be able to be convincing as a mentor, unless you truly believe in the organization's mission
- All great organizations have simple, easy-to-understand (or teach) mission statements.

Lead by example



- To be effective in anyway as a mentor, you have to lead by example...
- *“do as I say, not as I do”* won't work!
- Being a mentor will mean that you too will have to better at your job
- It's a great challenge to be a great leader and you should welcome it

How Can My ASHRAE Membership be Better?



- Create your ASHRAE BIO
- Encourage others to attend meetings
- Share your ideas
- Participate at some level and celebrate involvement

ASHRAE Technology Awards



Purpose

- Local and international recognition of ASHRAE members for innovative designs
- Communication of innovative designs to other ASHRAE members
- Highlight technological achievements of ASHRAE to others

Peter Rumsey, Golden Gate Chapter, received a 2011 First Place Technology Award at the 2011 Winter Conference



ASHRAE Technology Awards



Schedule

- **Regional Competition Deadline:** **Determined By RVC**
- **Society Entry Deadline:** **September 1**
- **Selection Date:** **October**
- **Society Presentation:** **Winter Meeting**



ASHRAE Technology Awards - Categories

- **Commercial Building (new and existing)**
- **Institutional Buildings (new and existing)**
 - **Educational Facilities (New and Existing)**
 - **Other Institutional (New and Existing)**
- **Health Care Facilities (new and existing)**
- **Industrial Facilities (new and existing)**
- **Public Assembly Facilities (new and existing)**
- **Residential Buildings (new and existing)**

Society Technology Awards Submittal Requirements

- Requirements are posted on the Technology Awards webpage <http://www.ashrae.org/technologyawards>
 - 12 Page, 10 page narrative and 2 page Long Application Form
 - Must be an ASHRAE member or Associated Society
 - The project must have been in operation one year
 - Must be submitted by the CTTC RVC by September 1 to ASHRAE Headquarters



Recognition For Technology Award Winners

Winners of the competition are featured
in the March issue of the *ASHRAE Journal*



Summary



- **Leadership is the key to sustained growth of ASHRAE**
- **Participation in ASHRAE should be encouraged and viewed as a means to advancement**
- **Mentoring YEA members is the key**
- **Awards are available for those who pursue them**

Questions?

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