

Adapting to a Changing Workforce



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How to structure a multi-generational team



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“It doesn't make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do.”

- Steve Jobs

co-founder of Apple computer, co-creator of iTunes and the iPhone.

Engaging the Team



*Yoga in the park
(Richmond, VA office)*

- Recruit for attitude and philosophical alignment to your company's mission
- Motivate around a sense of purpose
- Build a team that is diverse, properly skilled, and tenacious problem solvers
- Develop robust training programs and cultivate an environment of collaboration and comradery
- Find people that think like an entrepreneur or intrapreneur

Leadership: Guiding the Team

- Mentorship
- Conviction and commitment to the purpose
- Unified Goals
- Willingness to think outside the box
- Courage to empower



“EMPOWERMENT OF INDIVIDUALS IS A KEY PART OF WHAT MAKES OPEN SOURCE WORK, SINCE IN THE END, INNOVATIONS TEND TO COME FROM SMALL GROUPS, NOT FROM LARGE, STRUCTURED EFFORTS.”

TIM O'REILLY

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