



# Principle and Practice Statement: Intergenerational Leadership



## Purpose:

This principle and practice statement is intended to articulate our collective principles regarding intergenerational leadership and ways in which this may be implemented and inform our practice.

## Introduction:

### OUR AMBITIONS



#### Empowered young people

We enable young people in Australia to have a stronger voice and be heard more clearly

### OUR PRIORITIES



#### Bring belief to business

Apply our belief to engagement, advocacy, decision making, innovation and technology

Our collective ambition to empower young people specifies that we enable young people in Australia to have a stronger voice and be heard more clearly.

In 2019, the Office for Young People and Community Impact held workshops and consultations with all Association CEOs and staff, receiving input from more than 200 individuals.

The consultations focused on building a collective understanding of what we mean when we talk about intergenerational leadership and what this means for the Y. Our focus on intergenerational leadership recognises the valuable role that everyone in the Y plays in relation to youth empowerment and that we can optimise our belief in the power of inspired young people when we understand what intergenerational leadership means for us in practice, strategy and culture. The following principles emerged through our consultations with the Movement.

# Principles:

## PRINCIPLES:

## IN PRACTICE, THIS MEANS:



### Thinking differently

We commit to an approach by which we actively embrace difference and celebrate multiple perspectives.

We will not only embrace different generations, but embrace different cultures and values. This means not only valuing experience, knowledge and our history but also embracing innovative ideas and new insights and perspectives. We will also place a strong emphasis on working collectively and deepening our understanding of how and why we see things differently. This involves a maturing of our ideas and embodies a different and interconnected way of thinking that celebrates our multiple perspectives.



### Valuing all of us

We commit to an approach that values everyone and avoids an 'us' and 'them' mindset.

We will actively work to challenge generational stereotypes that attribute a set of characteristics and values to particular generations. We will challenge an 'us' and 'them' mindset and understand that intergenerational leadership is multi-dimensional. This means acknowledging the qualities of all ages and recognising that our perspectives should be informed by what an individual says and does, rather than their age.



### Connecting and learning

We commit to connecting and learning from one another and finding strength in our shared goals.

We will explore opportunities to connect and learn from one another through communication and building two-way relationships. This may mean establishing mentoring or buddying and role modelling collaboration in decision-making. We will focus our efforts on creating a sense of belonging and finding common ground, working side by side towards goals and solutions. Our practice will be characterised by learning and exchanging ideas and perspectives, putting ourselves in one another's shoes and finding the strength in our shared passions.



### Respect and empathy

We commit to an approach that emphasises engaging with respect, empathy and building trust.

We will respect each other's voices and opinions and respect each other's uniqueness, experiences and contributions. This means being non-judgemental and building understanding and empathy as essential leadership characteristics.



### Adaptive and purposeful leadership

We commit to an approach that values shared and collective notions of leadership.

We will intentionally support leadership that is not necessarily derived from formal authority structures, but leadership that values shared goals and collaboration. This means exploring adaptive leadership and in particular being comfortable with uncertainty and ambiguity and holding an adaptive growth mindset. Leadership that is purposeful and intentional around being open to different perspectives and thinking is also required, in addition to a willingness to challenge and empower others.



### Risk and reward

We commit to being bold, taking risks and celebrating reward.

We will recognise that genuinely embedding intergenerational leadership requires us to take risks and be brave, and also requires us to be prepared to give and to compromise. In taking risks, this also means being uncomfortable and challenging our own biases, having humility and acknowledging that we don't know it all. We will also celebrate the reward that integrating the quality of different voices and perspectives can bring, adding to the richness of our engagement and what we can achieve collectively.