MN/WI Public Transit Conference

Critical Thinking for Leaders; Evolving Organizational Cultures

Alonzo Kelly, MPA, MHRLR, MBA
CEO
Kelly Leadership Group, LLC
Psychologically Safe Environments

• Accountability
• Courage
• Humility
• Empowerment
6 Modalities of Learning

- Read
- Write
- Listen
- Speak
- Think
- Role Play
I Present As...

I. Black male born in Detroit, MI and raised in Rural Wisconsin (Nigrescence Theory; Lived Experience)
II. Decade in foster care system; 9 different ‘homes’
III. Seminary Indoctrinated HS Thinking (Formal Education)
IV. BSBA (Accounting), MPA (Public Administration), MHRLR (Human Resources/Labor Relations), MBA (Business Administration), PhD Candidate (Multidisciplinary Human Services), DBA Student (Business Administration); (Learned Experience)
V. Father (18yr Daughter, 13 yr Son, 3 yr Son); Lived Experience
VI. Business Owner (Kelly Leadership Group; alonzokelly.com)
VII. Absolutely Confused on the ways of Community (Emotional Intelligence)
Is It A ‘Real’ Lion?
MONOPOLY OR LIFE?
6 Modalities of Learning

• Read
• Write
• Listen
• Speak
• Think
• Role Play
Define Critical Thinking

Thinking about my thinking while thinking to be a better thinker.
Practice

• Define Civil
• Define Civilization
• Define Civil Disobedience
• Define Civil Discourse
SOCIAL ACCOUNTABILITY

Trash Free Park

Trash cans are not provided in this park.

Please take your trash with you when you leave. Carry in, Carry Out
Intersection

- Lived Experience (How you are raised)
- Learned Experience (What you understand through maturity)
- Formal Education (What you ‘learned’ in school)
- Emotional Intelligence (ability to critically think through emotions)
### Multiple Generations @ Work

#### Five Generations Working Side by Side in 2020

<table>
<thead>
<tr>
<th>Generation</th>
<th>Key Events</th>
<th>Core Values</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Traditionalists</strong></td>
<td>Great Depression, World War II, Disciplined, Workplace Loyalty, Move to the 'Burbs, Vaccines</td>
<td>Hard Working, Personal Computer</td>
</tr>
<tr>
<td><strong>Boomers</strong></td>
<td>Vietnam, Moon Landing, Civil/Women’s Rights, Experimental Innovators</td>
<td>Independent, Free Agents</td>
</tr>
<tr>
<td><strong>Gen X</strong></td>
<td>Fall of Berlin Wall, Gulf War, Free Agents, Internet, MTV, AIDS</td>
<td>Confident, Diversity, Social Everything</td>
</tr>
<tr>
<td><strong>Millenials</strong></td>
<td>9/11 Attacks, Community Service, Immediacy, Confident, Diversity, Social Everything</td>
<td>Optimistic, High Expectations, Apps</td>
</tr>
<tr>
<td><strong>Gen 2020</strong></td>
<td>Age 15 and Younger, Optimistic, High Expectations, Social Games, Social Games, Tablet Devices</td>
<td>Google, Facebook</td>
</tr>
</tbody>
</table>
Trust Defined

• Communication
• Competence
• Contract
Pando Forest Lesson
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THANK YOU FOR YOUR LEADERSHIP!