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This is a true story: A friend called me the other day and shared that he had just conducted a slew of interviews to fill an open position. A number of highly qualified candidates came forward, and he moved quickly on an offer that eventually was accepted. MORE ON GENERATIONAL DYNAMICS Management Techniques for Bringing Out the Best in Generation Y Employers Change Corporate HR Policies to Cater to Generation Y, Survey Finds Generation X: Stepping Up to the Leadership Plate Leadership and Generation X Leading IT with the Next Generation Two days later, he received a call from the mother of one of the other candidates wanting to know why her child didn’t get the job. She couldn’t imagine why my friend did not want to hire her highly talented, outgoing and qualified child. Welcome to the world of Gen Y. Now I am not saying that all of Gen Y-ers (or their parents) have this sense of entitlement, but there’s no question that this group of young, intelligent and technology-savvy workers is going to put our managerial talent to the test. Just last week I was discussing this story with Russ Finney, VP of IS for Tokyo Electron U.S. Holdings, and he presented a different angle. Russ has hired a number of very talented Gen Y developers. They were getting a bit frustrated that they had to develop code within the parameters of the existing environment rather than being able to use the Web and create a solution that could be done in a few weeks and basically for free. Russ could have found a million reasons to say no; instead he set up an isolated server that would allow his developers to get what they need, producing results that serve the business while preserving the integrity of the overall environment. This enabled them to move faster and also fosters a culture that is hopefully blending the best of both worlds. These two examples are just the tip of the iceberg of what we’ll experience as this new workforce of “digital natives” meshes with the existing workforce of “digital immigrants.” I am sure that each has lots to learn from the other. For some great advice on the topic, check out our special report. Have you got a Gen Y story to tell? I would enjoy hearing how you are making things work within your organization. Please send me an e-mail to share your experiences. In December of 2007, my loving mother was diagnosed with Non-Small Cell Lung Cancer. She was a non-smoker. Our family was stunned. However, once we accepted the diagnosis, we were determined to stand as a family and wage war against the disease. The middle lobe of her right lung was removed. The prognosis was good. Her lymph-nodes were clear. No chemo. Just monitoring. But at her six month check-up, we were stunned again. A small spot was found on her spine. Not only was the cancer back, it had metastasized to her brain. Again, we waged war as a family. We prayed. We researched cutting-edge medical treatment. We advocated on her behalf, when she was unable to. With the help of radiation to her brain and the chemo pill she fought hard for the next five years. At the beginning of 2013, we were told that the pill was no longer effective and that there was nothing else that could be done. My mother finally succumbed to the disease in December 2013. As a family, I think we would have been able to swallow any other diagnosis like Breast Cancer, Ovarian Cancer and maybe even something else a little bit easier. Anything, but Lung Cancer. Your tax-deductible donation funds lung disease and lung cancer research, new treatments, lung health education, and more. Make a Donation Join over 700,000 people who receive the latest news about lung health, including COVID-19, research, air quality, inspiring stories and resources. Thank you! You will now receive email updates from the American Lung Association. Pioneering Japanese designer Yohji Yamamoto, famed for his structural cuts and amorphous silhouettes, launched his first collaborative line with sports brand Adidas back in 2003. Since then, the Y-3 label has expanded to include a men's, women's and kids' collection, as well as this central London store. Here, you'll find cool, conceptual sportswear as well as classic clothing (blazers, cardigans and trousers) rendered experimentally sporty.By entering your email address you agree to our Terms of Use and Privacy Policy and consent to receive emails from Time Out about news, events, offers and partner promotions. Awesome, you're subscribed! Thanks for subscribing! Look out for your first newsletter in your inbox soon! Less than a week to go until London Dentistry Show. If you don't have your ticket you can sign up online still... 30thSeptember, 2022 @dentalhealthorg RT @Brights73956475: #energydrinks Do you think energy drinks should be sold to over 16 years old ? 27thSeptember, 2022 @dentalhealthorg To celebrate #InternationalDayofSignLanguage here is a brilliant video by @WelshAmbulance giving you ten questions... 23rdSeptember, 2022 @dentalhealthorg

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