

The Next Generation of Volunteers and Leaders



Who We Are

Why It Matters

What We Can Do About It



Historic and Current Membership of the State Bar 2010

Active Members: 38,750

Atty Disc Court Costs: 2

Discipline Inactive: 5

Suspended: 373

Emeritus: 1,063

Not Practicing: 5,005

Disc & Not Practicing: 59

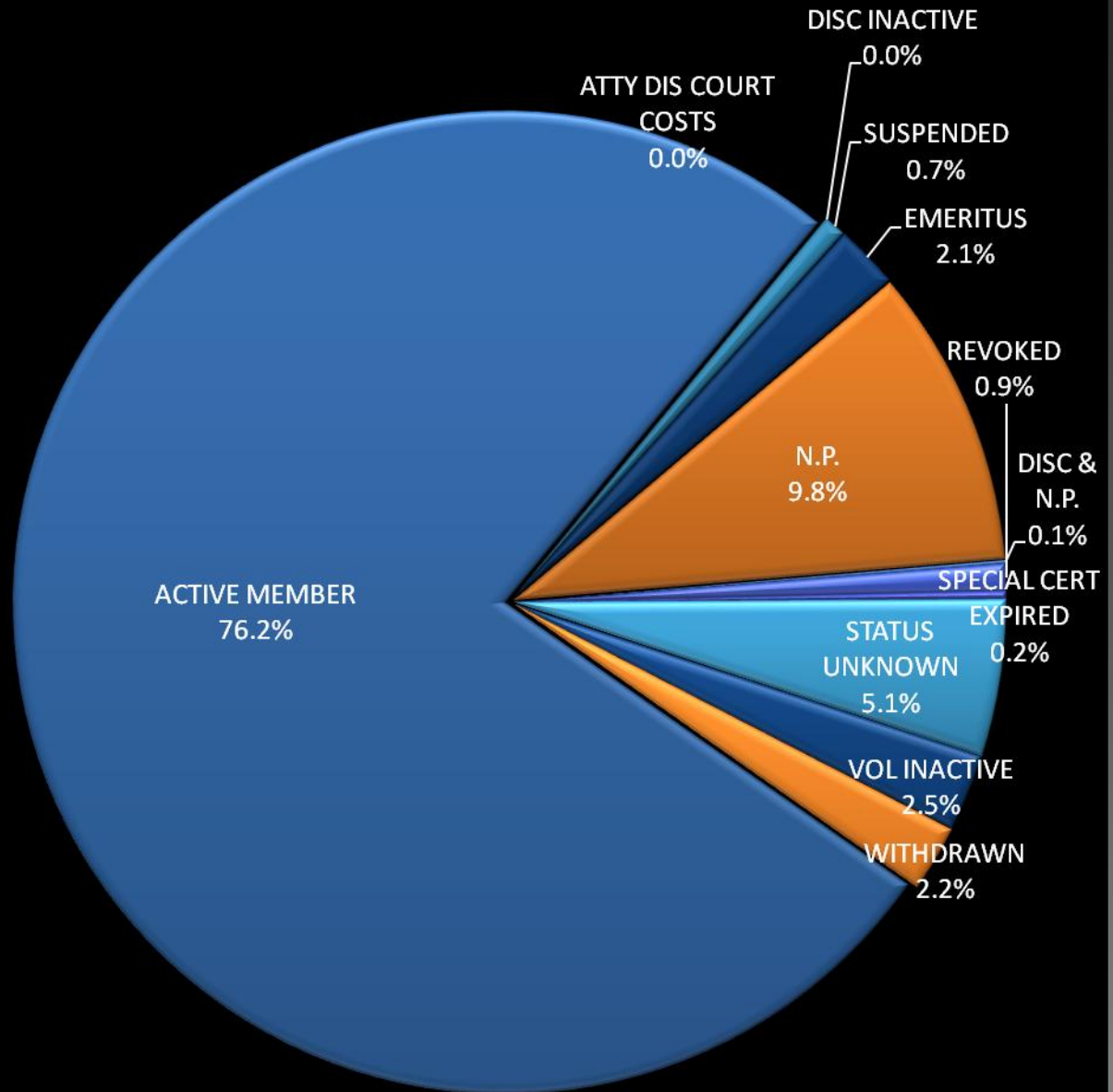
Revoked: 454

Special Cert Expired : 120

Status Unknown: 2,599

Voluntary Inactive: 1,284

Withdrawn: 1,106



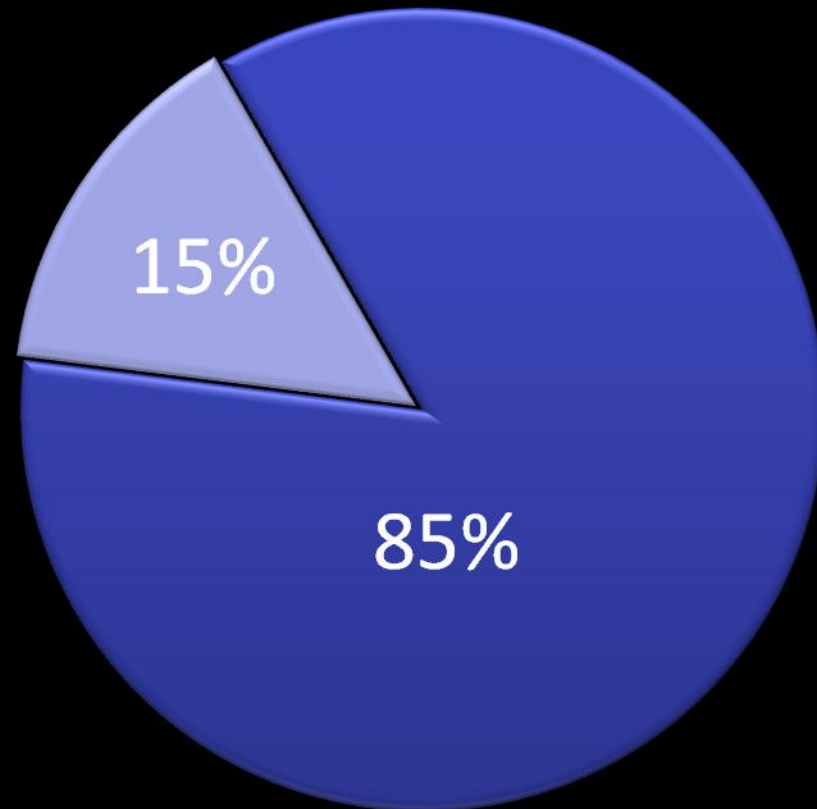
Michigan and Non Michigan Residency of Active Members 2010

There are 38,750 active members of the State Bar of Michigan.

33,063 active members reside in Michigan.

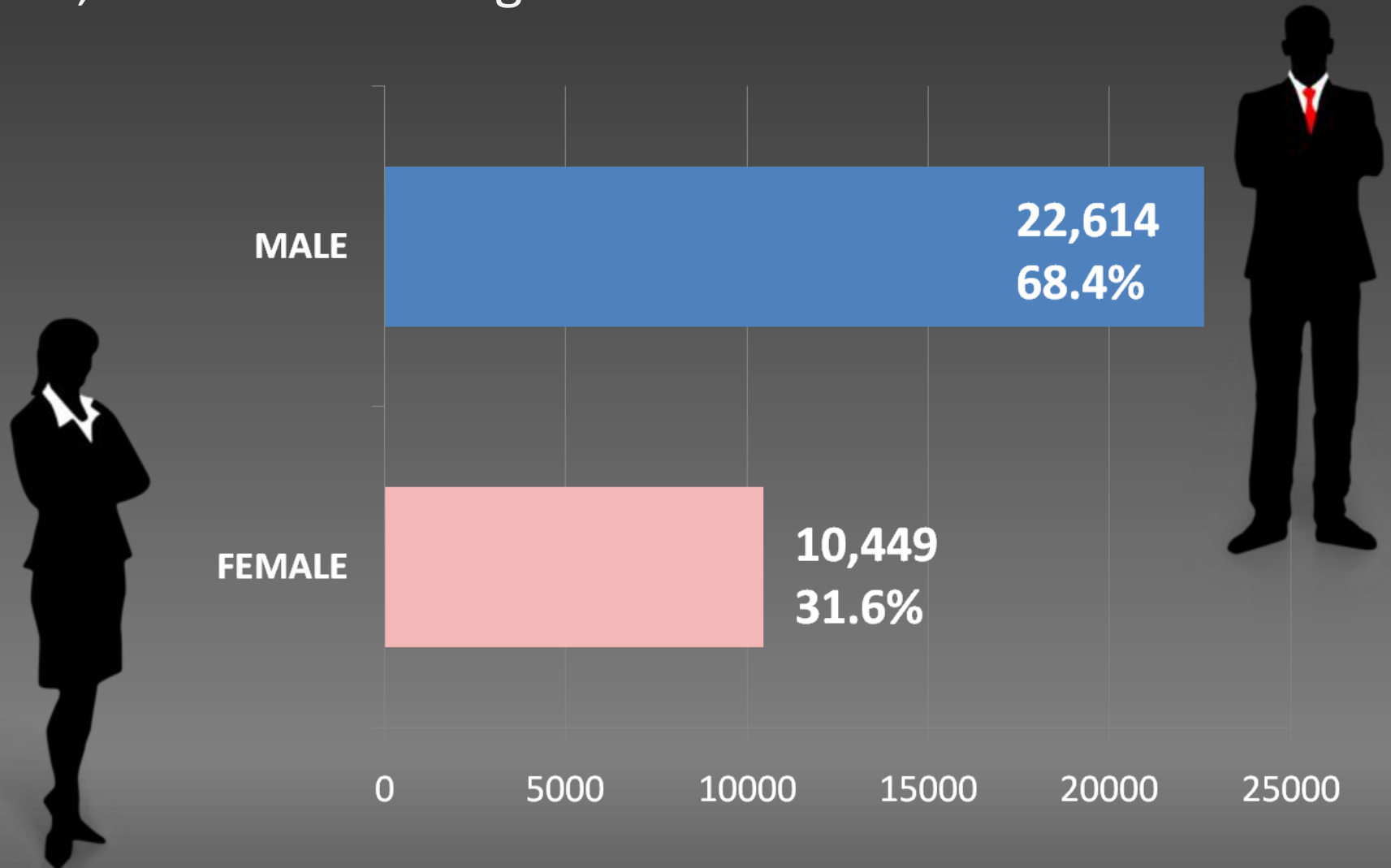
5,687 active members reside outside of the state of Michigan

■ MICHIGAN RESIDENTS
■ NON MICHIGAN RESIDENTS

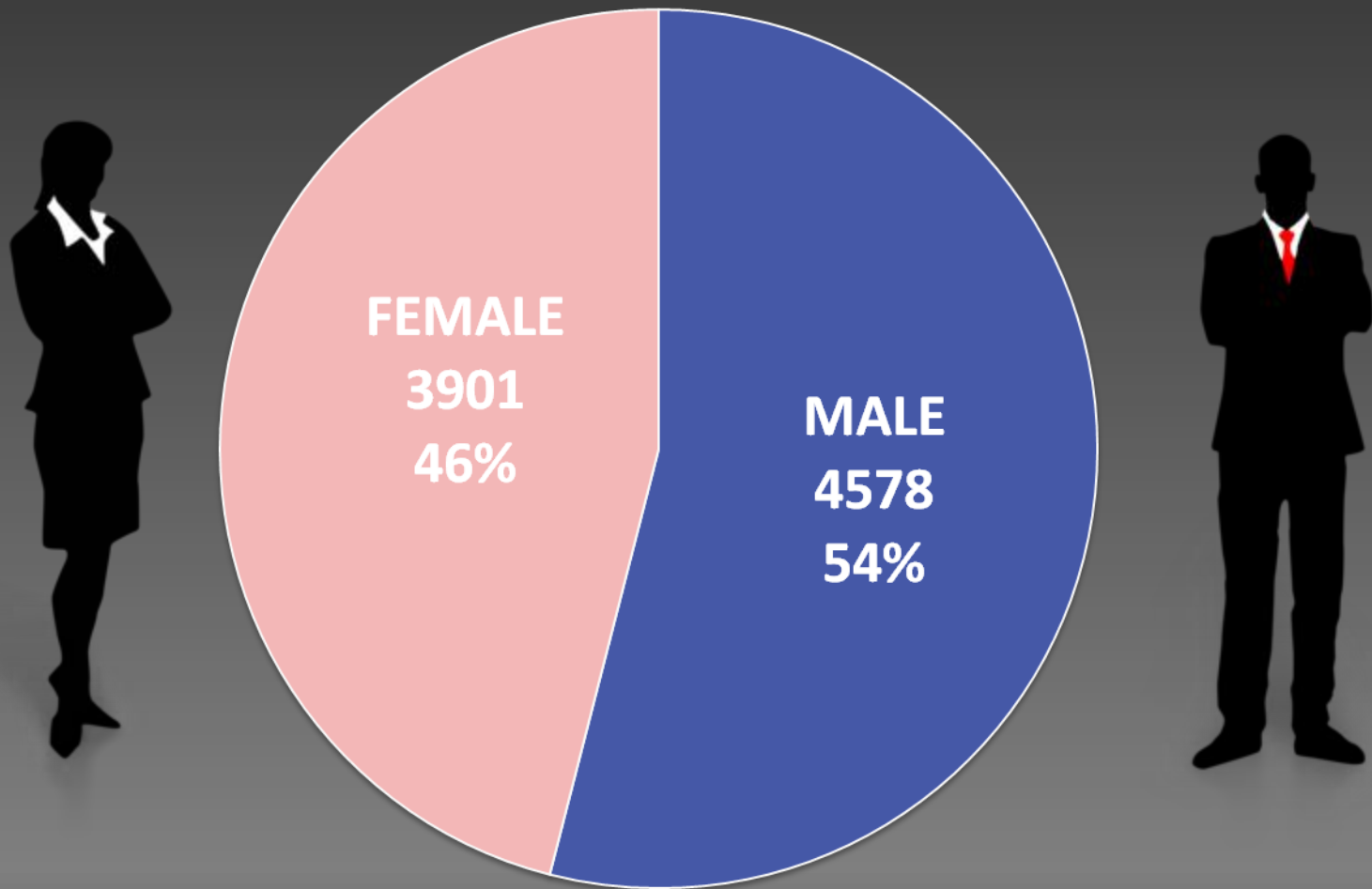


Active Michigan Residents By Gender in 2010

33,063 active Michigan members

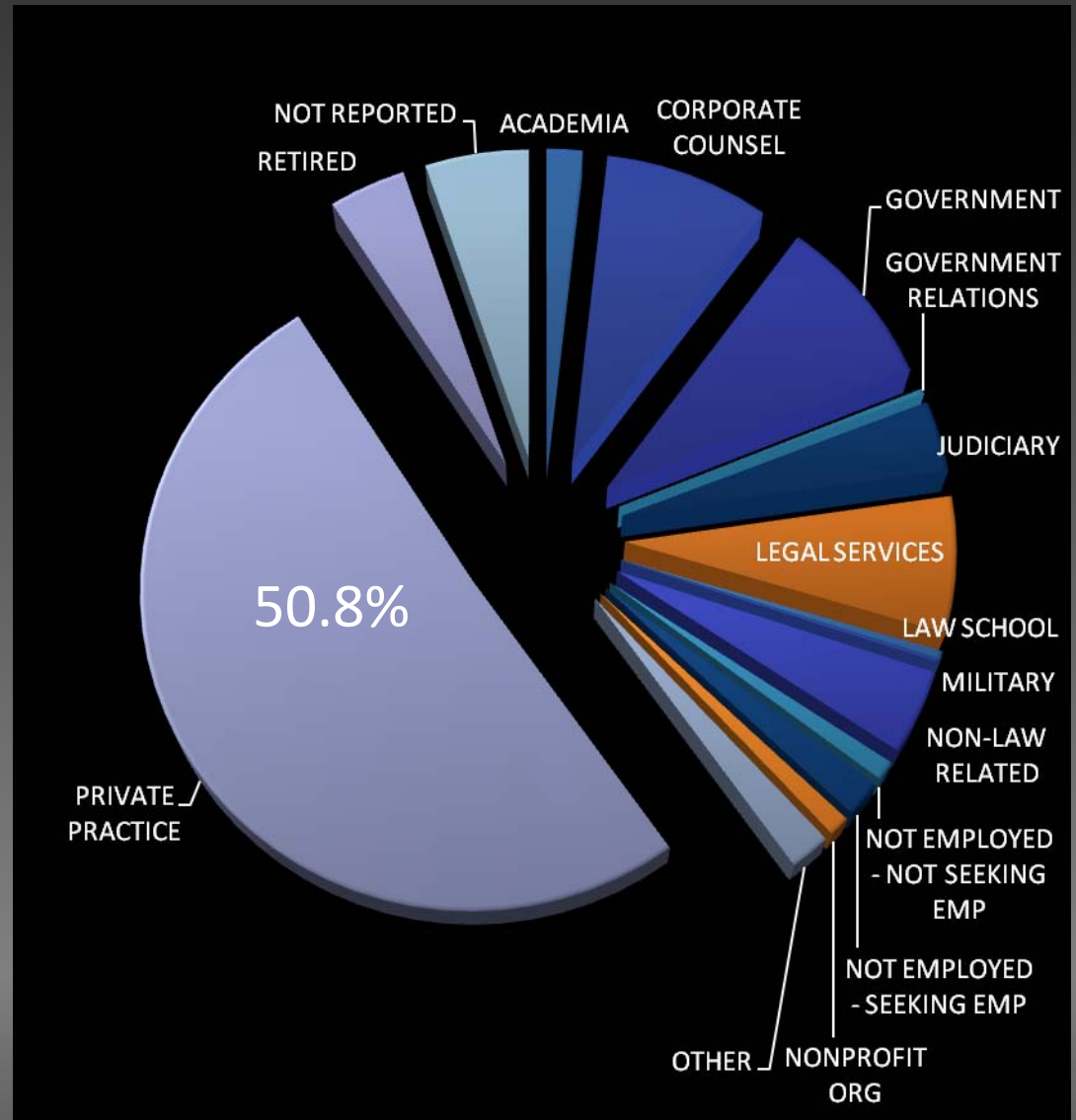


Active Michigan Residents Joining In 2000 Or After By Gender

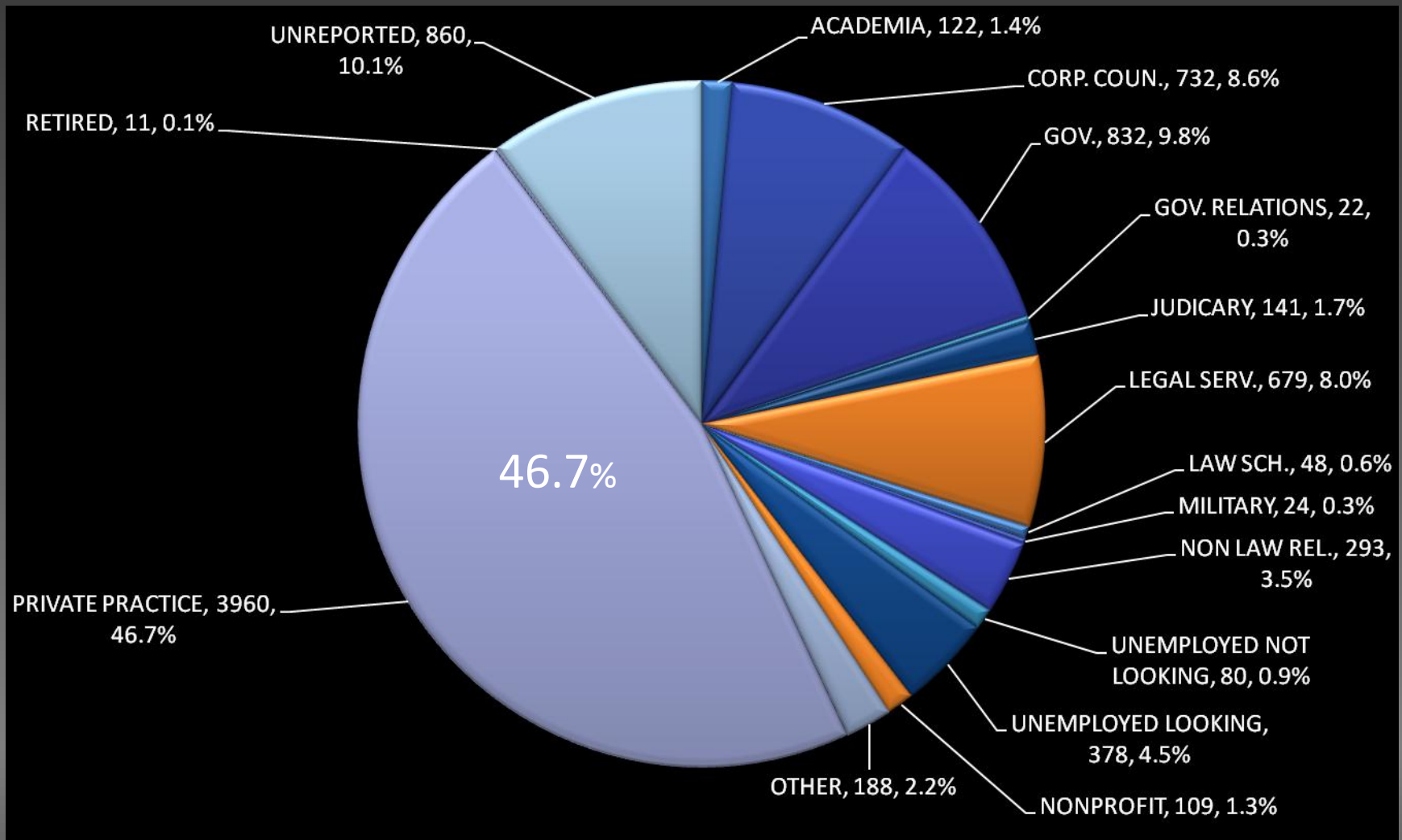


Michigan Residents By Occupational Area 2010

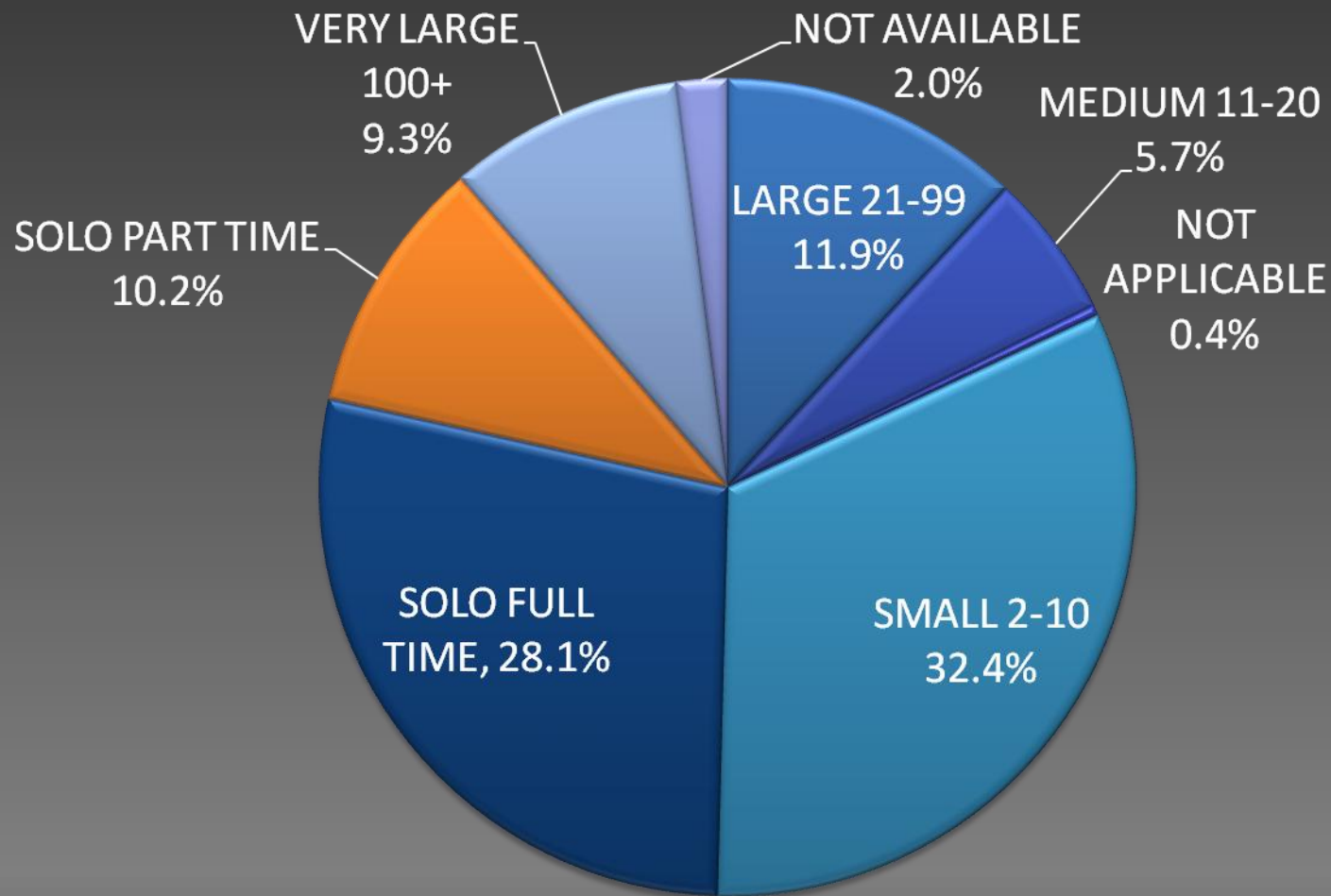
Private Practice	16,806	50.8%
Government	2,906	8.8%
Corporate Counsel	2,744	8.3%
Legal Services	2,274	6.9%
Not Reported	1,721	5.2%
Non Law Related	1,403	4.2%
Retired	1,285	3.9%
Judiciary	1,181	3.6%
Other	653	2.0%
Not Employed But Seeking	594	1.8%
Academia	593	1.8%
Nonprofit Org	334	1%
Not Employed And Not Seeking	321	1%
Law School	128	0.4%
Gov't Relations	79	0.2%
Military	41	0.1%



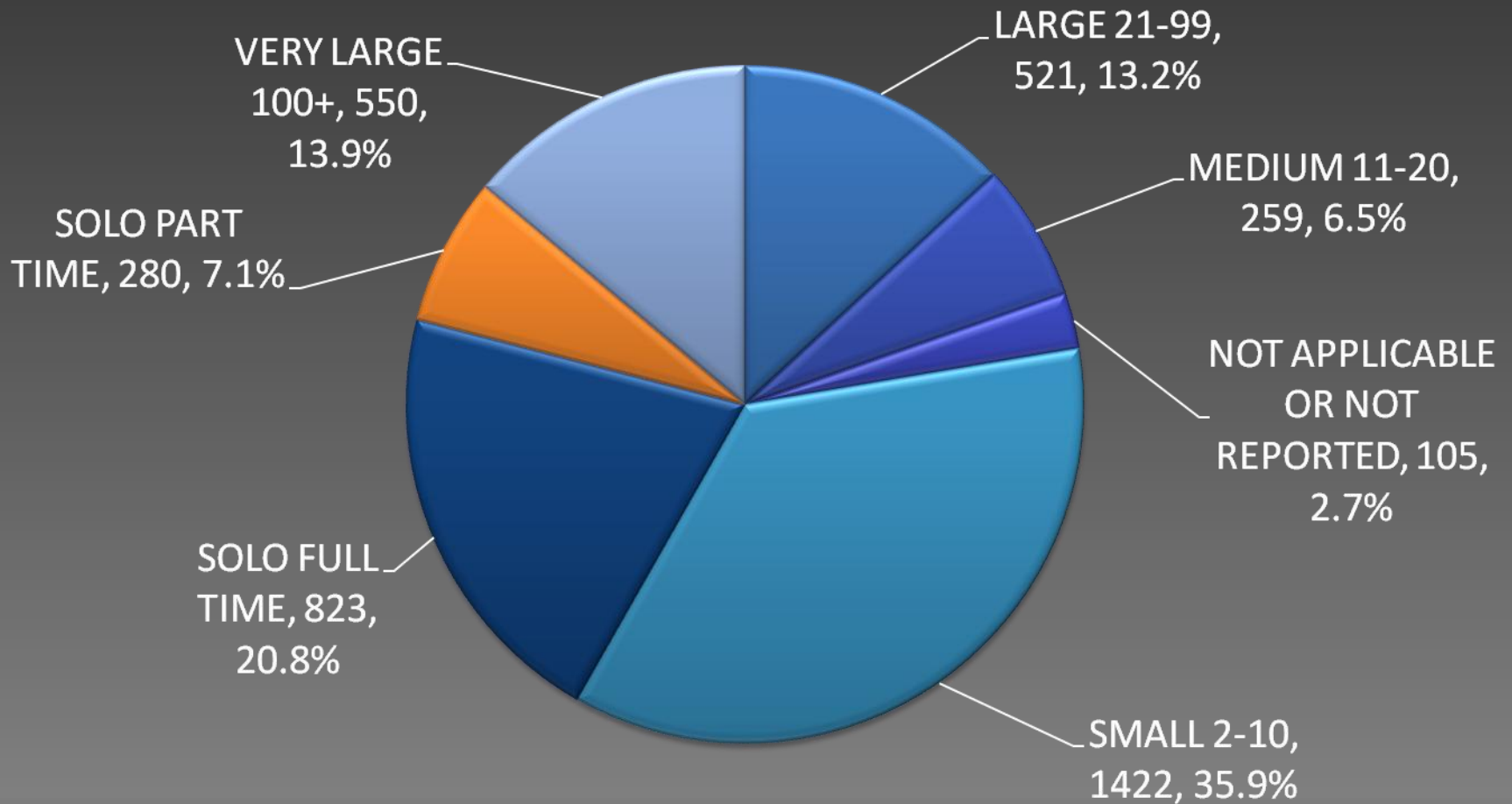
Michigan Residents Joining in 2000 or After By Occupational Area



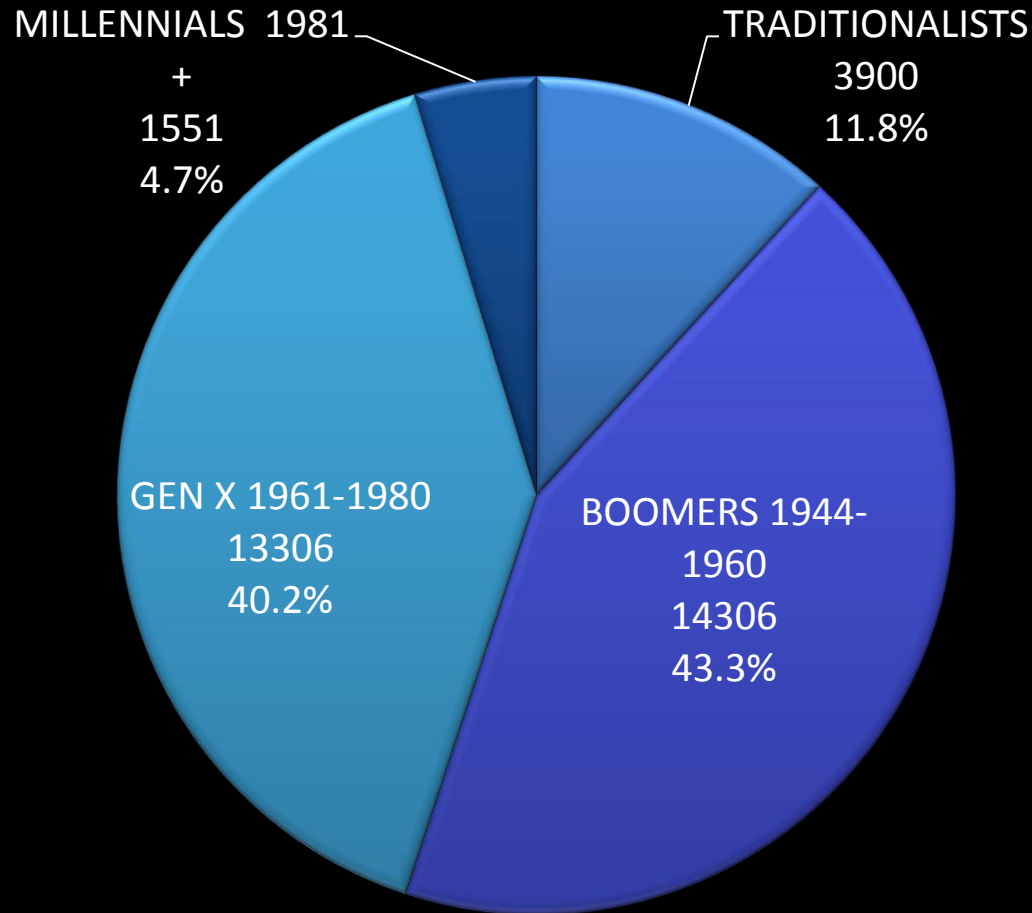
Active Michigan Residents In Private Practice By Firm Size 2010



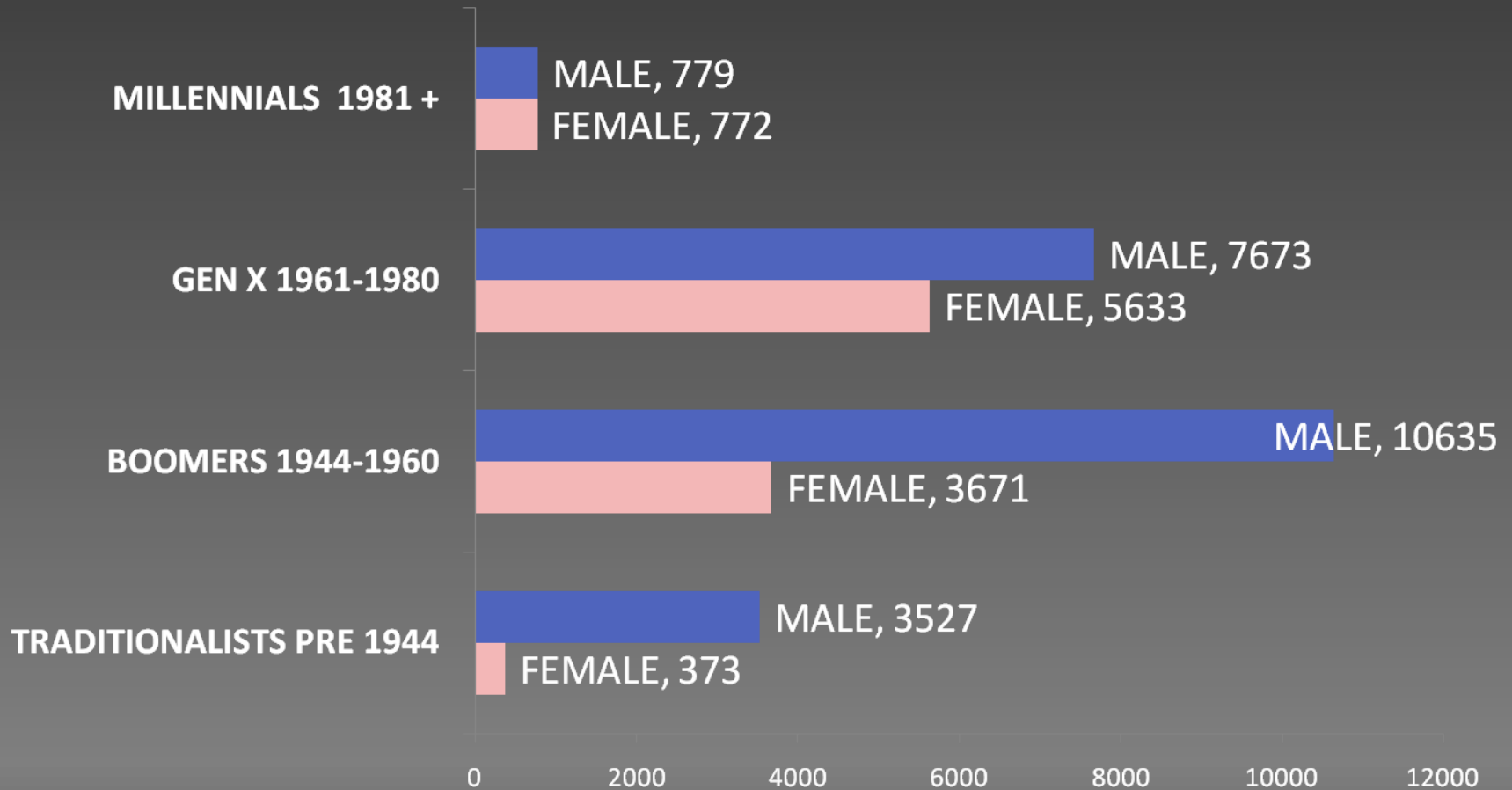
Michigan Residents In Private Practice Joining in 2000 Or After By Firm Size



Active Michigan Residents By Generation 2010



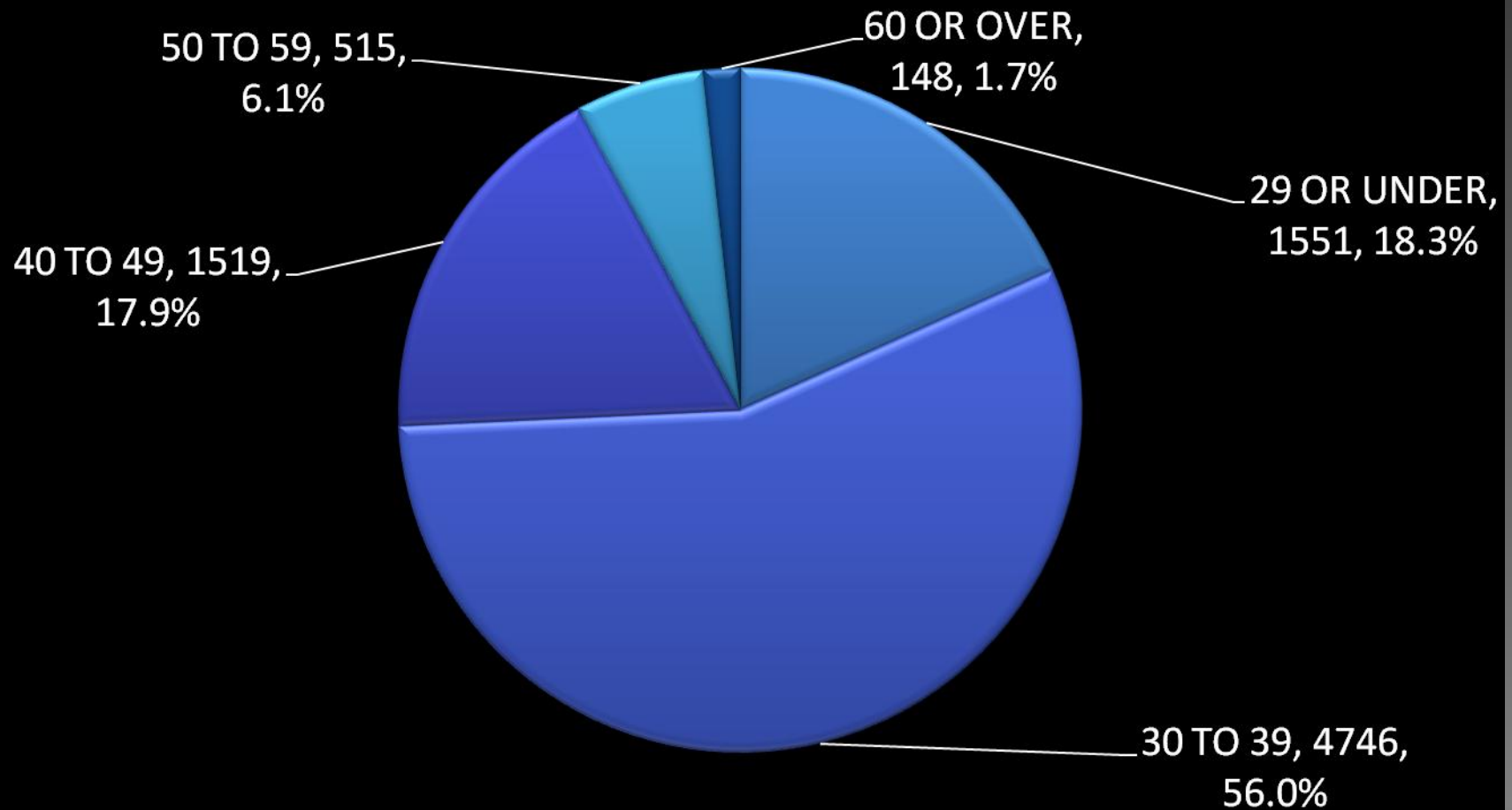
Active Michigan Residents By Gender and Generation 2010



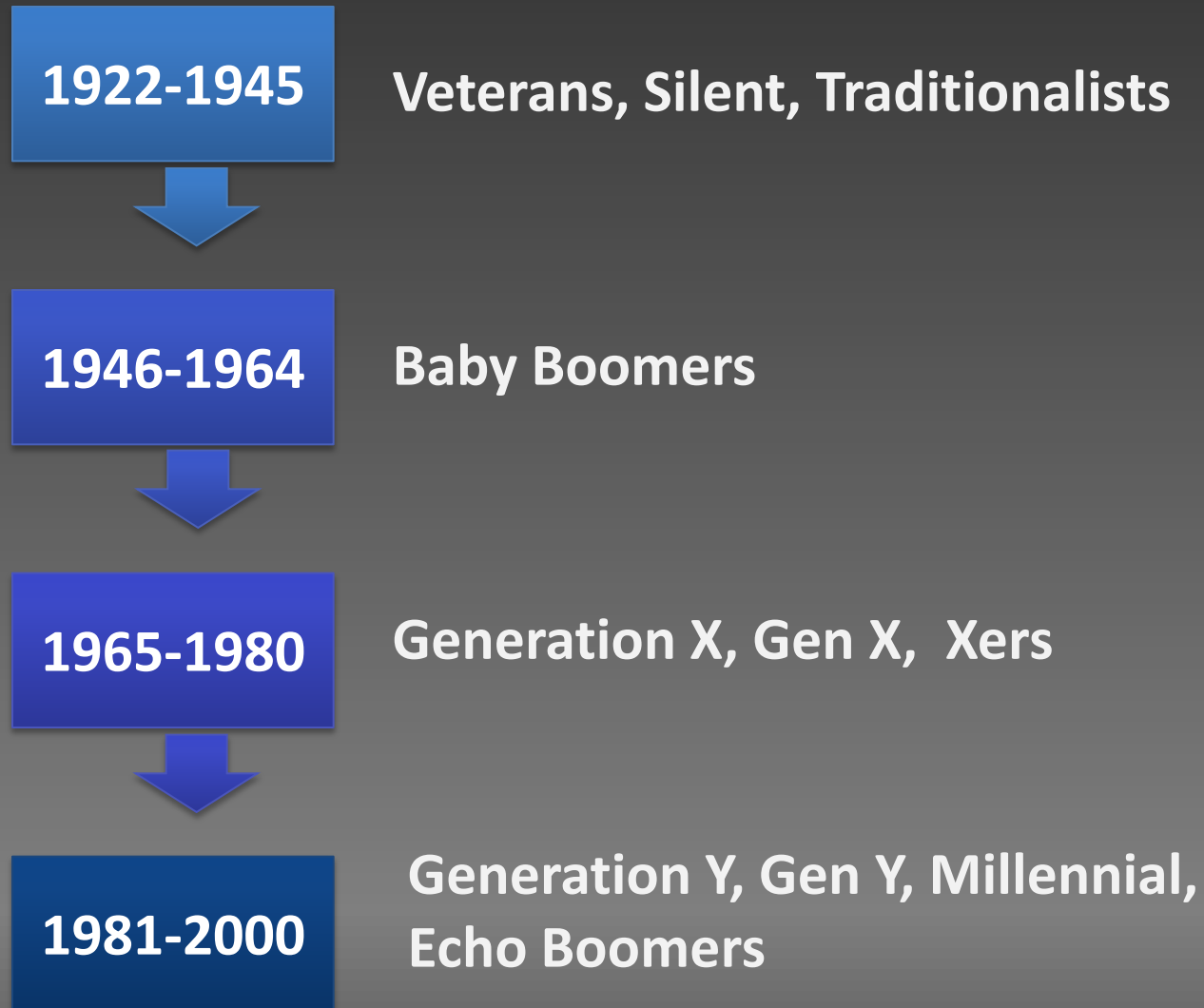
Active Michigan Residents By Age Group and Gender 2010

		MALE	FEMALE	TOTAL
29 or Under	N	779	772	1551
	%	50.2%	49.8%	100.0%
30 to 39	N	3131	2613	5744
	%	54.5%	45.5%	100.0%
40 to 49	N	4542	3020	7562
	%	60.1%	39.9%	100.0%
50 to 59	N	6261	2724	8985
	%	69.7%	30.3%	100.0%
60 or Over	N	7901	1320	9221
	%	85.7%	14.3%	100.0%
Total	N	22614	10449	33063
	%	68.4%	31.6%	100.0%

Michigan Resident Members Joining in 2000 or After By Age Group



Generation Timeline



Generational Attributes

- Stereotyping is inevitable but provides helpful indicators for planning
- Be careful not to confuse generational attributes with life stage status
- Most volunteer organizations are made up of four generations



Personal and Lifestyle Characteristics By Generation

	Veterans 1922-1945	Baby Boomers 1946-1964	Generation X 1965-1980	Generation Y 1981-2000
Core Values	Respect for authority Conformers Discipline	Optimism Involvement	Skepticism Fun Informality	Realism Confidence Extreme fun Social
Family	Traditional Nuclear	Disintegrating	Latch-key kids	Merged families
Education	A dream	A birthright	A way to get there	An incredible expense
Communication/Media	Rotary phones One-on-one Write a memo	Touch-tone phones Call me anytime	Cell phones Call me only at work	Internet Picture phones E-mail
Dealing with Money	Put it away Pay cash	Buy now, pay later	Cautious Conservative Save, save, save	Earn to spend

Workplace Characteristics

	Veterans 1922-1945	Baby Boomers 1946-1964	Generation X 1965-1980	Generation Y 1981-2000
Work Ethic & Values	Hard work Respect authority Sacrifice Duty before fun Adhere to rules	Workaholics Work efficiently Crusading causes Personal fulfillment Desire quality Question authority	Eliminate the task Self reliance Want structure and direction Skeptical	What's next Multitasking Tenacity Entrepreneurial Tolerant Goal oriented
Work Is.....	An obligation	An exciting adventure	A difficult challenge A contract	A means to an end Fulfillment
Leadership Style	Directive Command-and-control	Consensual Collegial	Everyone is the same Challenge others Ask why	TBD
Interactive Style	Individual	Team player Loves to have meetings	Entrepreneur	Participative
Communications	Formal Memo	In person	Direct Immediate	E-mail Voice mail
Feedback & Rewards	No news is good news Satisfaction in a job well done	Don't appreciate it Money Title recognition	Sorry to interrupt, but how am I doing? Freedom is the best reward	Whenever I want it, at the push of a button Meaningful work
Messages that Motivate	Your experience is respected	You are valued You are needed	Do it your way Forget the rules	You will work with other bright, creative people
Work & Family Life	Ne'er the twain shall meet	No balance Work to live	Balance	Balance

Gen X All About Survival

- Born 1965-1980
- Formative years 70s, 80s, 90s
- Relatively small generation—only 59 million
- Computer babies—very tech savvy—raised on video games, television
- Watched corporate downsizing and demise of career employment
- Many chose to say “Not Me”—and find another way



How Others See Gen X
© NYU Wagner

Gen X All About Survival

- Value competence in the leader who leads an organization or volunteer team
- It's results that count, not the hours spent
- Communicate and interpret literally
- Don't respond well to commands—want to be empowered to make decisions



Gen X Self Perception
© NYU Wagner

Gen Y Digital Babies

- Most adult-supervised kids in American history
- Large generation—more than 80 million
- Formative years began in 80s
- Major life experiences: 9/11, Hurricane Katrina
- Optimistic and enthusiastic, respectful of authority, compassionate towards others, outwardly focused



How Others See Gen Y

© NYU Wagner

Gen Y Digital Babies

- Team players, community active
- Labeled “Generation Give”
- Most have had significant volunteer experience organized through school opportunities
- ‘Cause marketing’ effective with them
- Just beginning to enter volunteer organizations as they are entering the job market
- More like great - grandparents—the radio babies—and often say “We’re not whiners, we’re doers, and we’re up to the task”



Gen Y Self Perception
© NYU Wagner

Attracting Younger Volunteers

- Fun
- Win-win—want to help but also advance career
- Efficient
- Technologically up-to-date
- FUN
- Team based
- A place to learn
- FUN
- Empowered
- Cut to the chase decision making
- Flexible
- FUN



Suggestions for the Volunteer Manager

- Establish project-driven relationships
- Have dynamic team leader who will act as mentors and demand high performance
- Never micromanage
- Don't respond well to "we've always done it this way"
- Let them be creative and do things their way
- Listen to them express their opinion and value their new ideas



Suggestions for the Volunteer Manager



- Be specific about end results
- Empower them to work at their own pace making their own decisions about how they get it done
- Train younger volunteers on skills and competencies that not only help your organization but also provides something of value to them
- They love to win and be rewarded for the effort they put in

2011 Member Survey



- We asked for what they really think, they told us what they really thought