



Getting Out from Under the “Under 20,30, and 40 Agers” Recognition Pattern by the Trade Press? ---“It’s All of Us, People, Not Just You”.

What is all of this about?

The most recent issue of Automotive News featured the contributions and accomplishments of 30 automotive executives that are under age 40—as have others in advertising, vehicle remarketing, technical. and business news publications have done of late.

Age is All the Rage – But What Age Really?

With what seems to forthcoming changes and disruptions in automotive retailing, marketing, and the delivering of transportation services, it may be time to recognize and emphasize the entire organization of all these incredible people who are being featured for their accomplishments--Not just a bunch of younger people whom older associates have supported and nurtured within an complex organizational structure for a long time,

The Organization Impact

Some of these older mentors might actually be thinking, if not saying out loud, ”That’s Great, but you still have got a lot to learn” or may be “Together, we all have a lot to learn, particularly with the forthcoming disruption and eruptions in everything from automotive retailing to Women’s Parity with organizations not to mention AI, Machine Learning and Blockchain.

Is this really about all Ages?

After all when all is said, done, and one studies and analyzes the environment that these “Under Agers” contributed were really grounded and benchmarked organizationally and behaviorally by and within a “Group’ of people of all ages, sizes, and skills that made those “Under Some Age” seen to look so good.

The Group Think, Do, and Did It:

So maybe it is time to take an entire organization, dealership, or company and feature the entire TEAM as group including the one by one composition. We or They all did “it” together. It was and is a “Group Think, Do. and Us” that made it all happen. Could all of this youth accomplishment possibly have occurred without the actions of & by a group of “ Over X Age” mentors, leaders, and managers setting the table, the stage, or the organizational strategy for this to happen? – Say the company leadership ages 50 or even 80?

“It’s Ok – I did make some contribution -- Just don’t make a big deal out of this”

It is possible this extra attention of and to these “Under Age People” actually is damaging to the careers of each of the selected individuals in that their counterparts and supporting organizational teams while seemly to give these people “Atta(s)” – at the same time they are wondering how the H so and so got all this attention when we ALL have been busting our Butts to make this whole place work and get things done.

What the Hell have I been doing anyway?”

This then suggests that perhaps the dealership or the organizations that has given these “Under Agers” the opportunity to shine are also set back because the impact of the submerged undermining of morale and lack of recognition of the whole organizational group—who probably are responsible for a lot of the glorification of one individual and all this “Me” talk is not foremost.

Is there a Parity Paradigm in there someplace?

It is noteworthy to point out what could be a good sign for the automotive retailing industry is that 11 of the 40 “Under40 Agers” nominated and selected by Automotive New are women executives. This does show that some signs of #MeToo, Parity, and Diversity Balance in automotive industry management is gradually creeping to the infrastructure of a great retailing business.

This context or extension of the need for organizational change might be based on what most women who have been in or “got out of” the automotive career path may well tell you ---that there still needs to a “disruption” now in how women are participating and shaping the future of the automotive industry and market – as we have seen in entertainment, politics, government, and news organizations.



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