

2026

O.M.M. Gen Z



YOUNG
PROFESSIONALS IN
THE WORKPLACE

OWEESTA CAPITAL ACCESS CONVENING

Table of Contents

SPEAKERS

INTROS

**GENERATIONS IN
THE WORKFORCE**

DIFFERENCES

GEN Z IN A NCDFI

RECRUITMENT

Q & A

Speakers

01



AVA BELISLE

CEDAR GROWTH



ALEC WHITE

WOODLAND FINANCIAL PARTNERS



RILEY LOGSDON

CHEYENNE AND ARAPAHO
COMMUNITY DEVELOPMENT CORPORATION

Introduction

Ava Belisle graduated from the University of Wisconsin-Madison in May 2025 with a BBA in Marketing and now serves as the Marketing and Outreach Manager at Cedar Growth. She is passionate about uplifting Native communities and business owners through impactful communication and storytelling. An enrolled St. Croix and an Oneida community member, Ava draws on her cultural roots to guide her approach to outreach and marketing. Ava looks forward to building connections, advancing her career, and helping Indigenous businesses find their voice.



AVA

**Marketing and
Outreach Manager**

Introduction

03

Alec White is the Loan Administrator at Woodland Financial Partners for about four months and was an intern for nine months. He attends the College of Menominee Nation and plans to graduate with a associate's degree in business administration in the fall of 2026. He reviews, prepares loan documents, ensures all paperwork is accurate, helps the loan process from start to finish, keeps loan files organized, communicates with clients, and answers client questions along the process.



ALEC

**Loan
Administrator**

Introduction

Riley Logsdon is a Commercial Loan Officer at the Cheyenne and Arapaho Community Development Corporation (CACDC). Riley is relatively new to the CDFI world, graduating from Oklahoma State University in May of 2025, and joining CACDC in June of 2025. Riley brings with him a passion for service and a zeal to see entrepreneurs succeed with their businesses. Riley is an enrolled member of the Citizen Potawatomi Nation and is happy to be able to work in an industry where he gets to serve fellow natives all over the United States.



RILEY

**Commercial Loan
Officer**

Generations in the Workforce



Today's workforce is made up of multiple generations, each bringing different experiences, perspectives, communication styles, and expectations to the workplace. Understanding these generational differences can help organizations strengthen teamwork, improve workplace culture, and better adapt to the future of work.

Silent Generation



Values: Legacy, Loyalty, and Hierarchy

Communication: Face-to-Face

Ideal Gift: Gold Watch

Advisors and Board
Members

1925 - 1945

Experienced and knowledgeable professionals, the Silent Generation has a large amount of respect for authority and thrive in formal environments. They are hardworking and invested deeply in their place of employment.

Baby Boomers

07



Values: Hard Work, Security, and Competition

Communication: Phone Calls

Ideal Gift: Trophies

Executives and Senior Leadership
1946 - 1964

While optimistic, Baby Boomers thrive in competitive environments with achievements set as the goal. They are also hardworking, are aware of changing technologies but struggle to adopt innovation.

Generation

X



Values: Independence, Diversity, and Autonomy

Communication: Emails

Ideal Gift: Time Off

Consultants and Middle
Management

1965 - 1980

Positioned as the bridge among all generations, Generation Xers are adaptable to established systems and the innovations of young professionals. They introduced “work-life balance” and remain some of its strongest advocates.

Millennials



Values: Purpose, Collaboration, and Personal Growth

Communication: Teams

Ideal Gift: MasterClass Subscription

Focused on feedback and creating a team environment, Millennials infuse purpose and social responsibility into operations. They rely on feedback and are able to work with new or established formats. Culture is big for this group.

Supervisors and
Specialists

1981 - 1996

Gen Z



Values: Flexibility, Creativity, and Speed

Communication: Texts

Ideal Gift: Cash

Stepping into becoming the largest cohort, Gen Z are true digital natives and are quick to adopt change and new ideas. They are deeply entrepreneurial and prioritize equity as well as transparency. Advancement and impact are their love language.

Individual Contributors
and Interns

1997 - 2015

Generational Differences

COMMUNICATION

- Digital
 - Fast, Efficient, **NOT** face-to-face
- Voice is Personal
- Diverse *and* Inclusive
- Professional/Friend Blur

EXPECTATIONS

- Innovation-Driven
- Never Satisfied
- Rapid Advancement

TECHNOLOGY

- Knowledgeable of New Technology
- Prefer Digital Over Paper Trails
- Constantly Connected
- Questioning “Legacy” Tech
- Transactional and Able to Compartmentalize
- Embracing A.I. in ALL things

RECOGNITION

- Physical/Visible
- Frequent, Ongoing
- Rapid Advancement

Being Gen Z in a Native CDFI

AVA

DEVELOPMENT SERVICES
TRAINING, COUNSELING,
OR PROVIDING TECHNICAL
ASSISTANCE (TA)

ALEC

FINANCIAL MANAGEMENT
STRATEGY, ACCOUNTING,
AND RISK MANAGEMENT

RILEY

LENDING
COMMERCIAL, CONSUMER,
AND PARTICIPATION



Recruiting Gen Z to a Native CDFI



RETENTION IS KEY!

BONUSES, TRANSPARENCY, TIME OFF

Retaining Gen Z employees may look different than it has for previous generations. While competitive pay and benefits still matter, many Gen Z workers also value flexibility, purpose-driven work, growth opportunities, mental wellness, and open communication. Organizations that create supportive workplace cultures, encourage feedback, and provide clear paths for development are often better positioned to attract and retain the next generation of talent.

O.M. Gen Z...

I've Got A Question!



Migwetch! Thank you!

CAC
2026



AVA.BELISLE
@HO-CHUNK.COM



AWHITE
@WOODLANDFINANCIAL.ORG



RILEY.LOGSDON
@CHEYENNEANDARAPAHOCDC.ORG