**Round 1:**

According to a PBS news article from October 2024, 2024 was the first year that individuals in Gen Z (born after 1997) outnumbered Baby Boomers (born 1946-1964) in the workforce. This raises the question of how organizations should adapt to changing expectations of Gen Z workers. As a private consulting group, you have been hired by the local Chamber of Commerce to create a prioritized list of workplace “standards” that they should reconsider regarding the recruitment and retention of Gen Z employees. In developing this list, you should compare how Gen Z expectations, values, and behaviors differ from previous generations of workers.

**Round 2:**

In the 21st century, American workers are struggling with work expectations that infringe on personal and family time. Meanwhile, many employers are encouraging their employees to practice “self-care” while also placing more and more responsibilities on their shoulders, leading to more frustration and resentment. As a problem-solving committee made up of business managers and employees, address the issues affecting this work/life balance and develop a sustainable strategy to promote employee health and wellness for your business.

**Round 3:**

In 2024, Australia passed the world’s first ‘right to disconnect’ law, allowing eligible employees the right to refuse employer or third-party contact outside of working hours. Laws like this have been introduced in some state legislatures, but none have passed. You are members of the Minnesota Senate and have been asked to investigate these laws and decide if they would be beneficial to the citizens of this state. Make a pros and cons list of a law like this and ultimately decide if you would be interested in drafting a bill.