

LEADING THE MILLENNIAL: THE INSIDER'S GUIDE



PRESENTED BY:
EMILY WILLIAMS
Media and Training Specialist

Sponsored by:



“We need to remember across generations
that there is as much to learn as there is to
teach.”

Gloria Steinem, Journalist



PROGRAM OBJECTIVES

- Defining the millennial
- Gain a deeper understanding of what drives the millennial
- Learn tips for effective performance management of the millennial
- Receive insights for intergenerational communication



WHO WE ARE

Millennial or Generation Y: 1981 – 1999



CHAT IN

*What words would you use
to describe the millennial?*



MISCONCEPTIONS

- Lack of respect for authority
- Self - centered
- Lazy
- Unrealistic expectations



BREAKING DOWN THE BARRIERS

- Lazy
 - Multitaskers looking for the most efficient way to accomplish task
- Lack of respect for authority
 - Taught to question everything.



BREAKING DOWN THE BARRIERS

- Self-centered
 - Value individuality, and strive to be unique.
- Unrealistic expectations
 - Looking to contribute to the workforce.
 - 30% of millennials started a business in college.



MILLENNIALS IN THE WORKPLACE

Millennials are...

1. Motivated by meaningful work
2. Interested in collaborating at all levels of their organization
3. Tech savvy
4. Open to change

Source: <http://www.mindtickler.com/blog/10-millennial-personality-traits-hr-managers-cant-ignore/>



MILLENNIALS IN THE WORKPLACE

Millennials are...

5. Hungry for knowledge
6. Looking for constant feedback
7. Dependent on recognition
8. Searching for work and life balance

Source: <http://www.mindtickler.com/blog/10-millennial-personality-traits-hr-managers-cant-ignore/>



HOW DO MILLENNIALS COMMUNICATE?

- Face-to-face communication preferred over any technology communication

A surprising 51% prefer to speak in person. And only 9% of millennials prefer to be contacted by phone for business purposes.

Source: <http://www.forbes.com/sites/robashghar/2014/11/11/study-millennials-are-the-true-entrepreneur-generation/>



MANAGING THE MILLENNIAL

- Strike the balance between positivity and authenticity
- Link task clearly with purpose and meaning
- Discuss flexible work options

77% of millennials say that flexible work hours are a key to boosting their productivity

Source: <http://www.forbes.com/sites/robashghar/2014/11/11/study-millennials-are-the-true-entrepreneur-generation/>



MANAGING THE MILLENNIAL

- Narrate what and how you work when appropriate
- Offer a collaborative team approach
- Keep them utilized and leveraged so the millennial and the organization can win
- Help them to ensure that while maintaining efficiency they don't lose effectiveness



TIPS

- Challenge the millennials to stretch their thinking
- Have open and honest conversations with your millennial
- Work with your millennial to find the most efficient way to be successful
- Remain open to ideas and opinions of your millennial



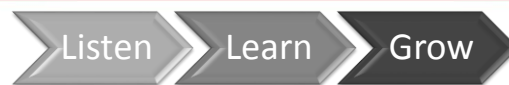
INTERGENERATIONAL COMMUNICATION

Generation	Dates	Characteristics
Traditionalist	1925 - 1945	<ul style="list-style-type: none"> Disciplined, self-sacrificing, cautious
Baby Boomer	1946 - 1964	<ul style="list-style-type: none"> Optimistic, driven, team oriented
Generation X	1965 - 1980	<ul style="list-style-type: none"> Cautious, skeptical, self-reliant
Millennial	1981 - 1999	<ul style="list-style-type: none"> Optimistic, collaborative, forward thinking

Source: <http://www.marketingteacher.com/the-six-living-generations-in-america>



INTERGENERATIONAL COMMUNICATION



Listen openly to differing perspectives and needs. Be sure to maintain awareness of any biases that might be preventing you from receiving the true message. If you identify a bias, release it and return to a mode of openness.

Learn from the differing perspectives that you have openly received from others. Develop a curiosity for how others see the world. Continually ask yourself as you are interacting with other generations, "How can this perspective enhance?" "Do I need to ask questions for clarification?"

Grow continually toward becoming a more well-rounded individual. Take what you have learned from others and apply it in order to create greater results. Look for positive ways to incorporate new learning into your approach.



By 2030, 75 % of all U.S. workers are predicted to be millennials.



ACTION PLAN

I plan on leading and supporting my millennial by committing to the following actions:



“Work for someone who believes in you,
because
when they believe in you, they’ll invest in
you.”

- Marissa Mayer, CEO, Yahoo!



THANK YOU

Pinnacle Group BR, LLC

Emily Williams, Media and Training Specialist

pinnaclegroupbrs.com

610.930.2120

Call us today.....

