Agenda

- Perception vs. Reality: Millennial Managers

- Common Mistakes Made by Millennial Managers

- Millennial Managers and the Multi-Generational Workplace

- Supporting Millennial Managers

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Perception and Reality: Millennial Managers
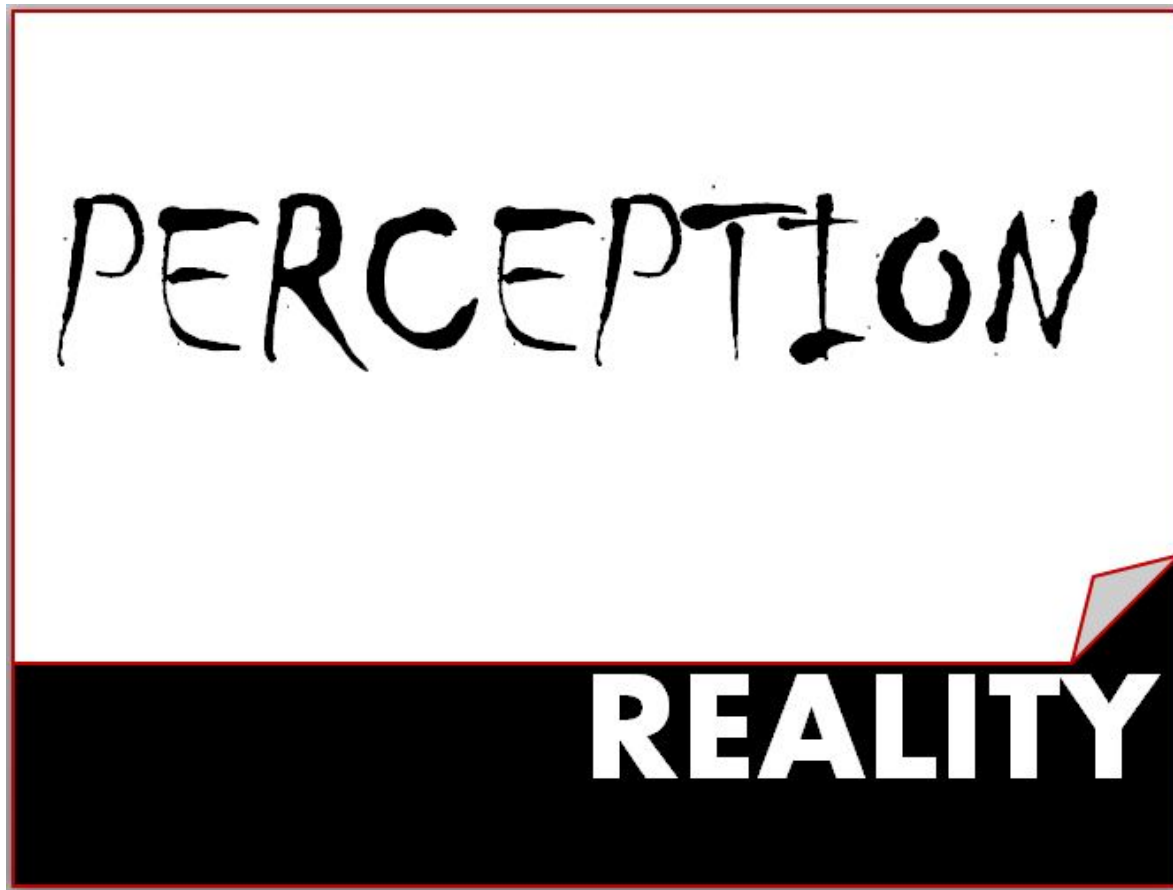
Perceptions about Millennial Managers

- Lack experience

- Can be immature

- Have no long-term vision

- Are too focused on their next career step

- Struggle with people skills

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Millennial Managers Will Bring Changes to the Workplace

1 Different measures of productivity

2 Replace work-life balance with work-life blend

3 Relationships at work are a priority

4 Empowering employees

5 Working collaboratively

MILLENNIALS

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Millennial Managers Will Bring Changes to the Workplace

6 Personal values matter

7 Flexibility in the workplace

8 Transparency - being "in the know"

9 Informality

**10** Shorter managerial lifespan

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Common Mistakes by Millennial Managers

- ✓ Inability to provide constructive feedback

- ✓ Inability to manage stress and keep emotions in check

- ✓ Selecting teammates based on likability instead of skills and abilities

- ✓ Failure to engage in conflict to bring about resolution

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Millennial Managers and the Multi-Generational Workplace
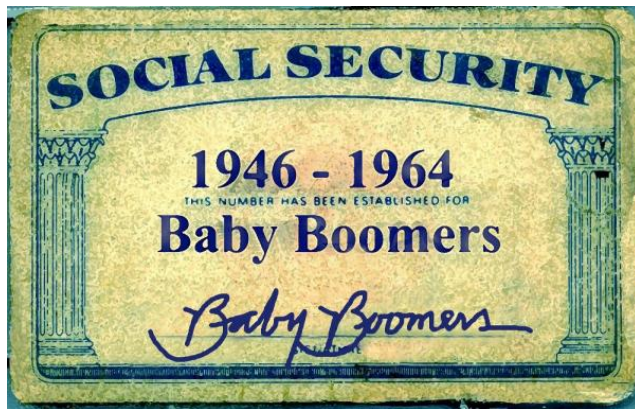
Millennials (Born 1981 – 2000)

Workplace Traits

- Motivated by meaning
- Task, not time, oriented
- Socially connected at all times
- Require frequent feedback

GENERATION Y
THE MILLENNIALS

Millennials (Born 1981 - 2000)

Suggested Approaches

- Set clear expectations
- Provide frequent feedback about performance
- Take the time to foster relationships
- Create growth opportunities for high flight risks
- Set boundaries for workplace relationships

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Gen Xers (Born 1965 -1980)

Workplace Traits

- Strong independent streak
- Do not regard the office as a place to develop attachments
- Want to be capable and competent
- Willing to work to build up their abilities
- Like challenging assignments

GENERATION X
AND PROUD OF IT

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Gen Xers (Born 1965 – 1980)
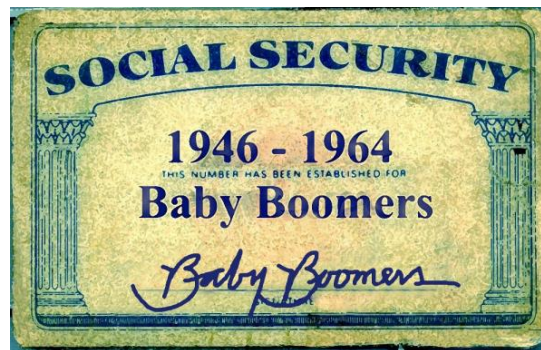
Suggested Approaches

- Help Gen Xers develop marketable skills and stay current

- Provide opportunities for Gen Xers to work in different settings or aspects of a project

- Reduce policies or procedures that impede Gen Xers' progress

- Reward and promote Gen Xers based on accomplishment and contribution

- Permit Gen Xers to work on their own if preferred

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Baby Boomers (Born 1946 – 1964)

Workplace Traits

- Take social contribution seriously
- Seek to make the world more harmonious
- Possess a wealth of experience
- Have an elevated view of their skills

Baby Boomers (Born 1946 -1964)

Suggested Approaches

- Look for new ways to leverage Baby Boomers' strengths

- Prove self to Baby Boomers through performance

- Find ways to bring Baby Boomers' contributions in line with their self-view

- Provide positive opportunities to put their strengths to work

- Solicit Baby Boomers as mentors for the team

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Silent Generation (Born 1925 – 1945)

The Silent Generation
"The Traditionalists."

Workplace Traits

- Good work habits and attitude toward work

- Less fearful of being fired than younger generations

- May resent being managed by someone less tenured

- Overall less familiar with technology than subsequent generations

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Silent Generation (Born 1925 -1945)

Suggested Approaches

- Acknowledge their experience and value

- Help them embrace and adopt new systems and methodologies

- Provide opportunities for meaningful work

- Solicit them as mentors for the team

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Supporting Millennial Managers

Getting talent development right is crucial for developing and retaining Millennial managers.

Best Practices for Talent Development

- Devote sufficient time to developing leadership skills

- Develop and implement leadership development programs that reflect Millennials' values

- Provide team building opportunities and skill development via social impact activities

- Help Millennial managers develop dialogue skills

- Weave mentorship into the fabric of organizational culture and development programs

Mentoring Millennial Managers

- Mentorship Programs
  - Reverse mentoring
  - Group mentoring
  - Anonymous mentoring

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Focus on High-Value Leadership Activities

- Personal development

- Time management

- Create or revise the vision

- Devise strategic and tactical plans

- Communicate with the team

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Focus on High-Value Leadership Activities

- Keep the team strong

- Continuous recruitment and screening

- Support direct reports

- Regular monitoring

- Perform control activities

In Conclusion

Thank You

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