HELPING MILLENNIALS TRANSITION TO LEADERSHIP ROLES

PRESENTED BY

Jose Torres
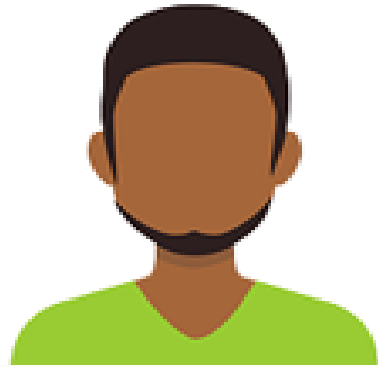
Defining Generations

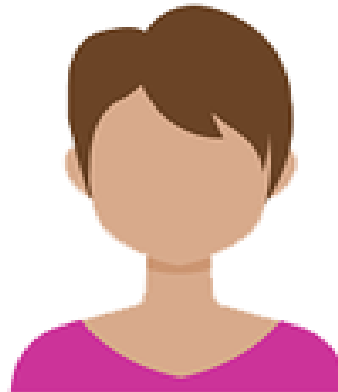"…an identifiable group that shares birth years, age, location, and **significant life events at critical developmental stages**"
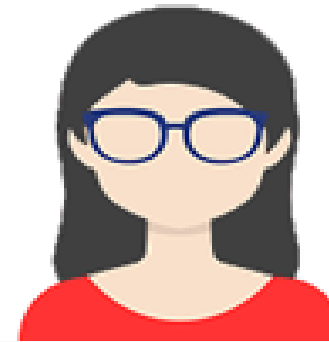

GENERATION Z
(born after 1997)

MILLENNIALS OR GENERATION Y
(early 80's - mid 90's)

GENERATION X
(1965 - early 80's)

BABY BOOMERS
(born between 1946 -1964)

TRADITIONALISTS
(born before 1946)
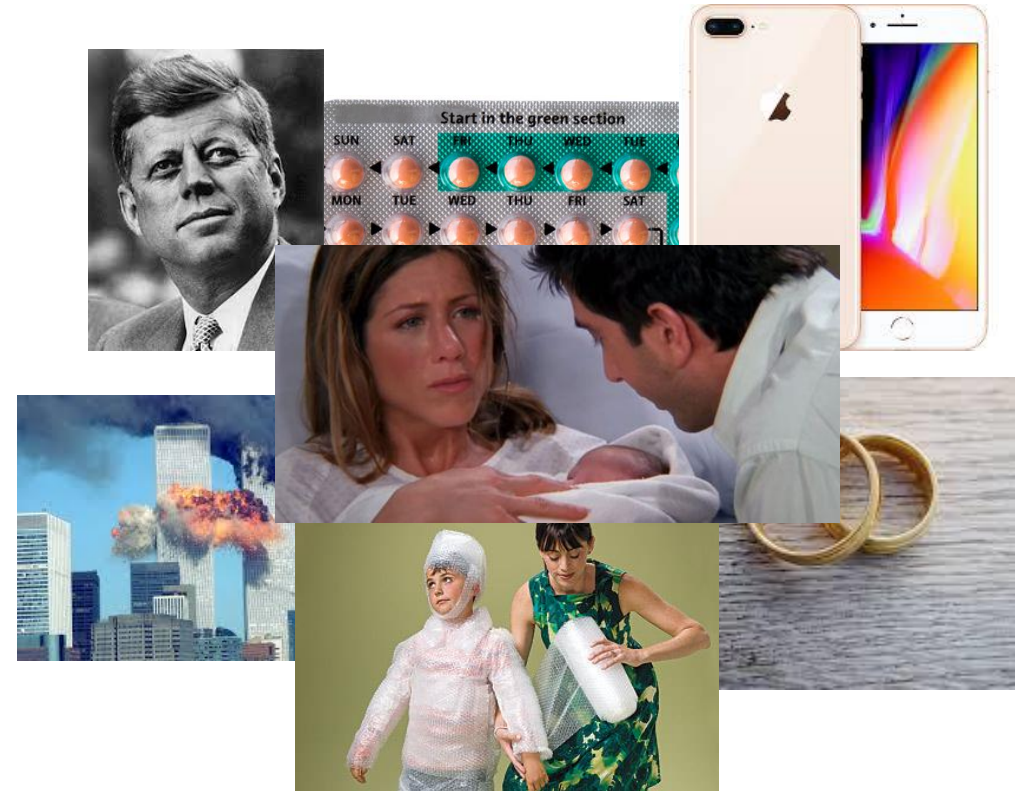
*Tolbize, 2008

What Makes Them Different?

Each generation shares similar beliefs, values, priorities, and communication habits shaped by significant life events:

- Macro-influences

- Defining Moments

- Micro-influences

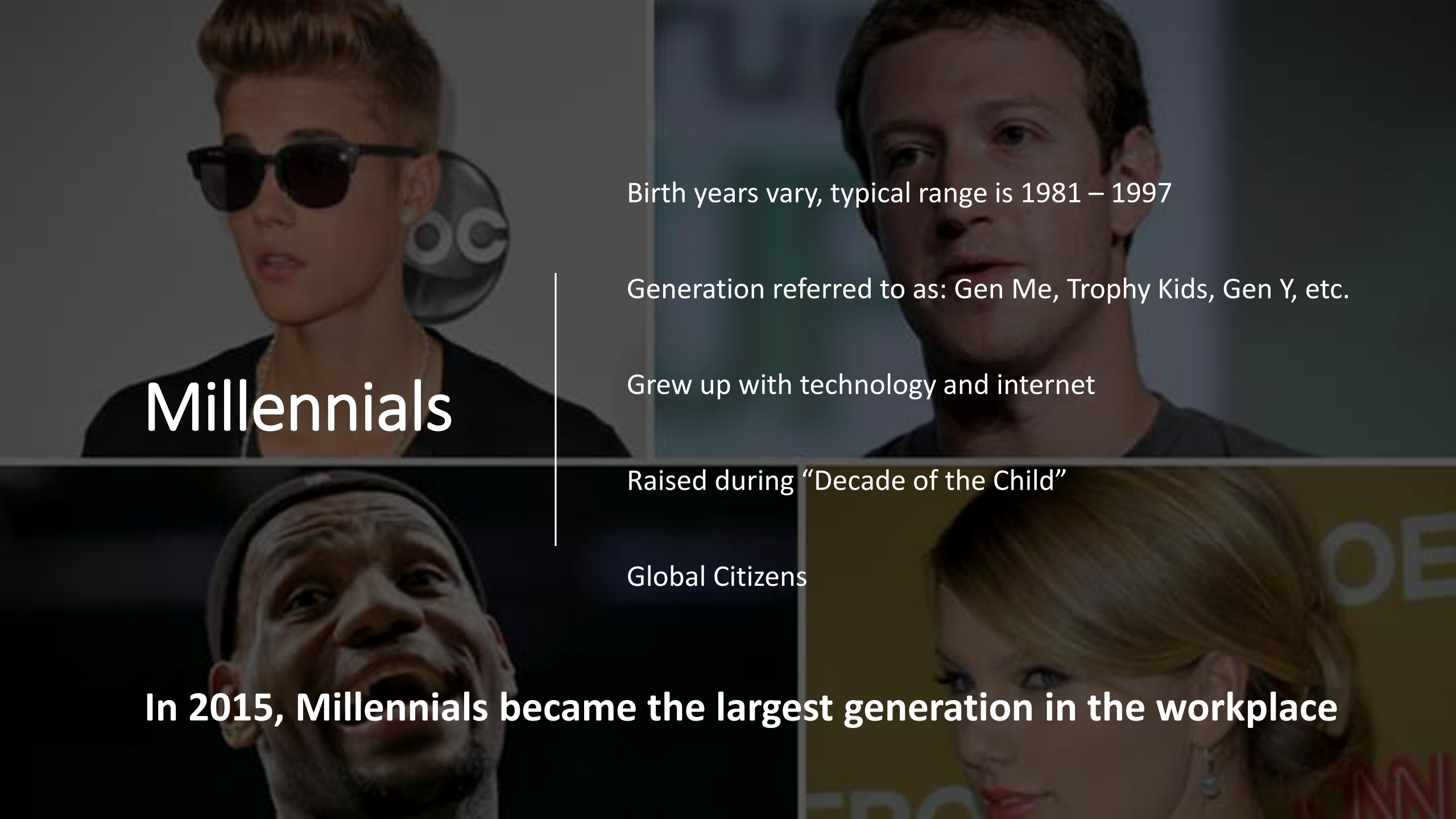- Life Stages

Why We Are Here

Review the make-up of Millennials

Discuss Millennials as Managers

Identify How to Help them Transition Successfully

Learning + Development Implications

Millennials

Birth years vary, typical range is 1981 – 1997
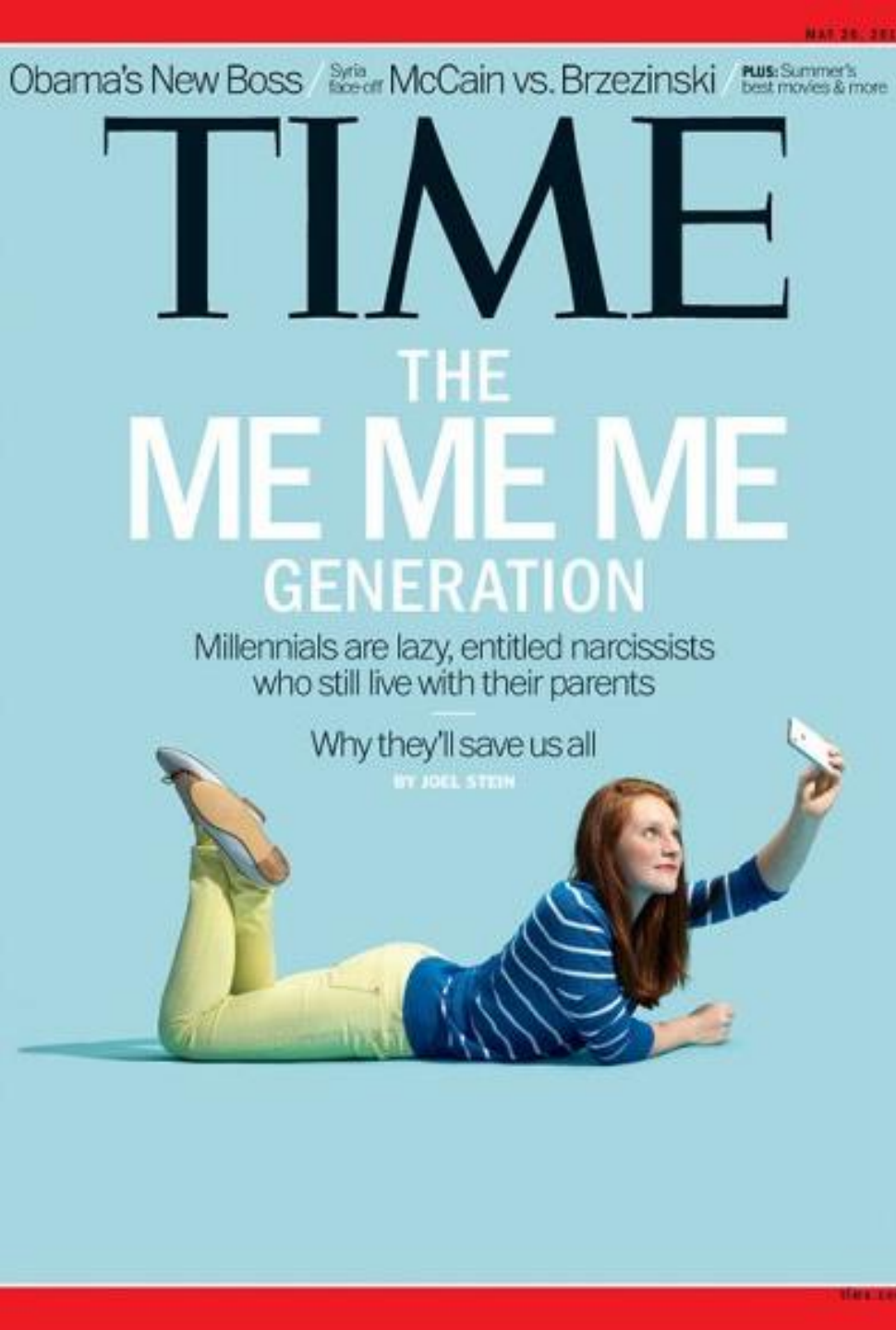
Generation referred to as: Gen Me, Trophy Kids, Gen Y, etc.

Grew up with technology and internet

Raised during "Decade of the Child"

Global Citizens

In 2015, Millennials became the largest generation in the workplace

Workplace Traits

Popular Science

- Lazy
- Disloyal
- Entitled
- Needy
- Casual
- Shallow
- Tech Savvy
- Multi-tasker

Research Science*

- Continuous Feedback
- Increased Narcissism
- Complexity Avoidance
- Manager Relationship
- Flexible
- Assertive
- Work-Life Blending

*Peer-Reviewed Articles from 2012 to 2017

What Do You See?

First Time Managers

- Setting Expectations

- Delegating

- Giving Feedback

- Building Relationships

- Leading versus doing

- **Self-Awareness/Projecting**

Millennial Manager

How They're Different

- Values Driven

- Team – Oriented

- Success Measurements

- Focused on Well-Being of Employees

- See Training as Investment + Reward

- Desire Diverse Experiences

Common Challenges

- Giving Constructive Feedback

- Inability to manage stress + keep emotions in check

- Conflict Avoidant

- Building Relationships

- Relationship Boundaries

- Adjusting to a multi-generational workforce

Successful Transitioning Efforts

Provide Structure + Support

- Provide management training early or prior to placing in management role

- A BLENDED approach, that emphasizes experiential learning and skill development

- Identify and discuss common challenges they will face

- Network learning which includes a mentor, inspiring colleagues, and coach

- Continuous feedback + Check-ins

Learning + Development Implications

- Overcoming Cognitive Dissonance

- Build Experience + Develop Skills

- Just-In-Time Touchpoints (Delivery + Modality)

- Managing Stress / Anxiety

- Training on being a Coach / Mentor / Peer

- MULTI-GENERATIONAL UNDERSTANDING

Thank You

Jose Torres

Jose.Torres@umusic.com

- Link to research articles

- Thought Partner

- Drinking Buddy....coffee of course!