Mastering Millennial Mindset and Beyond: How to Attract and Retain Emerging Leaders

What you need to know...

Generational Breakdown (May vary, depending on your source)

- iGen, aka Generation Z: born 1998 and after
- Generation X: born 1965 to 1980
- Baby Boomers: born 1946 to 1964
- Traditionalists: born 1945 and before

Why are people staying in the workplace?

- Living longer
- Desire to keep active
- Financially unable to retire
- Their career defines them (Traditionalists and Boomers)
- Supporting aging parents and adult children who still live at home

Action Ideas:

 ✓ Create inter-generational mentoring relationships
 ✓ Focus on results instead of how the work is getting done. Offer options – flexible hours, telecommuting, working offsite, etc.
 ✓ Provide various training opportunities – offsite seminars and workshops, onsite trainer/facilitator, online programs, lunch and learns
 ✓ Loosen up the corporate structure. Be open to non-traditional ways of working. Give employees greater access to leadership. Encourage teamwork.
 ✓ Stop having meetings for the sake of meeting. Get together when there is a real need. Have a hard start, planned agenda and hard stop.
 ✓ Acknowledge and applaud employees' actions early and often. What gets recognized gets repeated, so be specific in your praise.
 ✓ Facilitate open communication in each generation’s preferred mode and be open to honest feedback.
 ✓ Stop stereotyping! Just as each generation has its own characteristics, each individual employee has their own values, skills, and abilities.

By focusing on building a culture of trust, respect and collaboration, you’ll you’re your top talent from becoming someone else’s – no matter their generation.