



THE ADECCO GROUP



Millennials In Leadership Roles

About Our Presenter




Marla Goddard
Director of Talent and
Employee Relations

- Supports over 400 Colleagues and 12,000 temporary Associates in all aspects of Human Resources Management
- 15 years of experience in the staffing industry and is responsible for spearheading Adecco Canada's internal retention strategies
- Has helped Adecco Canada make the Great Place to Work® *50 Best Workplaces in Canada*

Agenda

- Millennials' as managers - the good & the bad
- Hiring the right millennial manager
- Coaching & training for millennial managers
- Shifting your talent and leadership pipeline
- Attracting top Millennial talent
- Bonus section - Meet Generation Z
- Conclusion
- Q&A

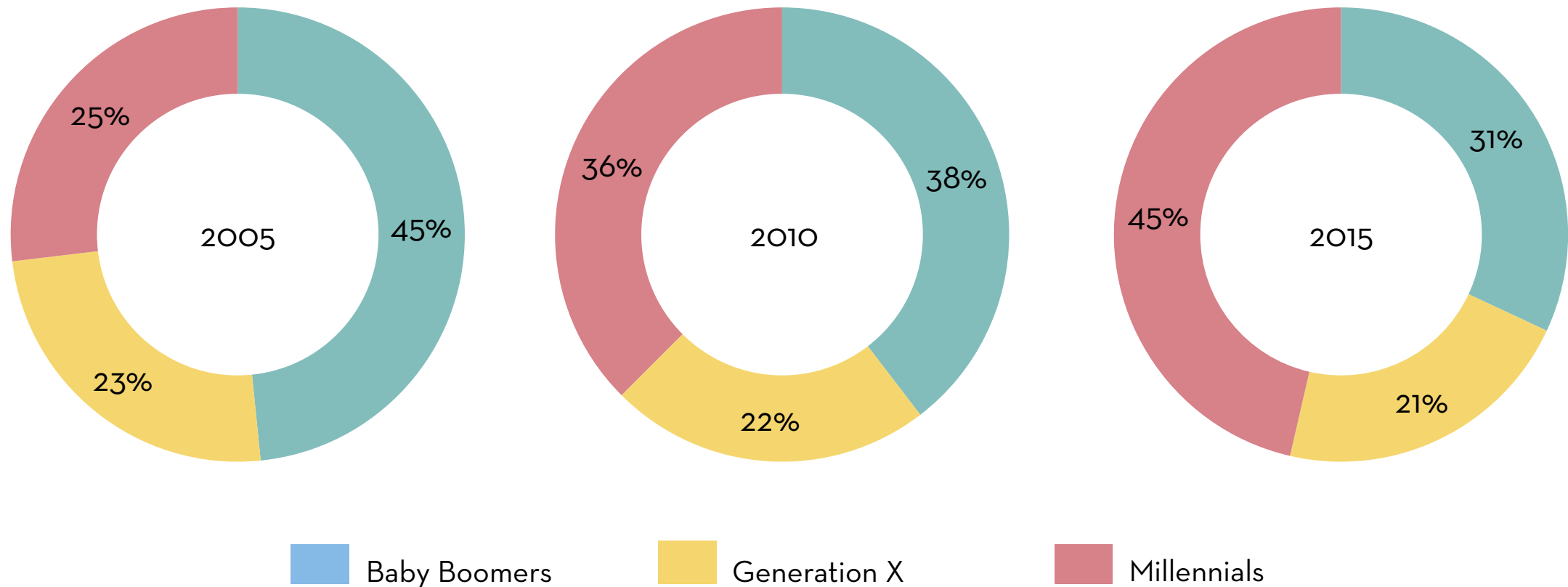
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- Born in the early 1980s to early 2000s
 - Well educated, skilled in technology, very self-confident, able to multi-task and have plenty of energy
 - High expectations
 - Seek challenges, yet work life balance is of utmost importance to them

Millennials In Leadership Roles

The Numbers

Source: Bureau of Labour Statistics Employment Projections

Generations In The Workplace

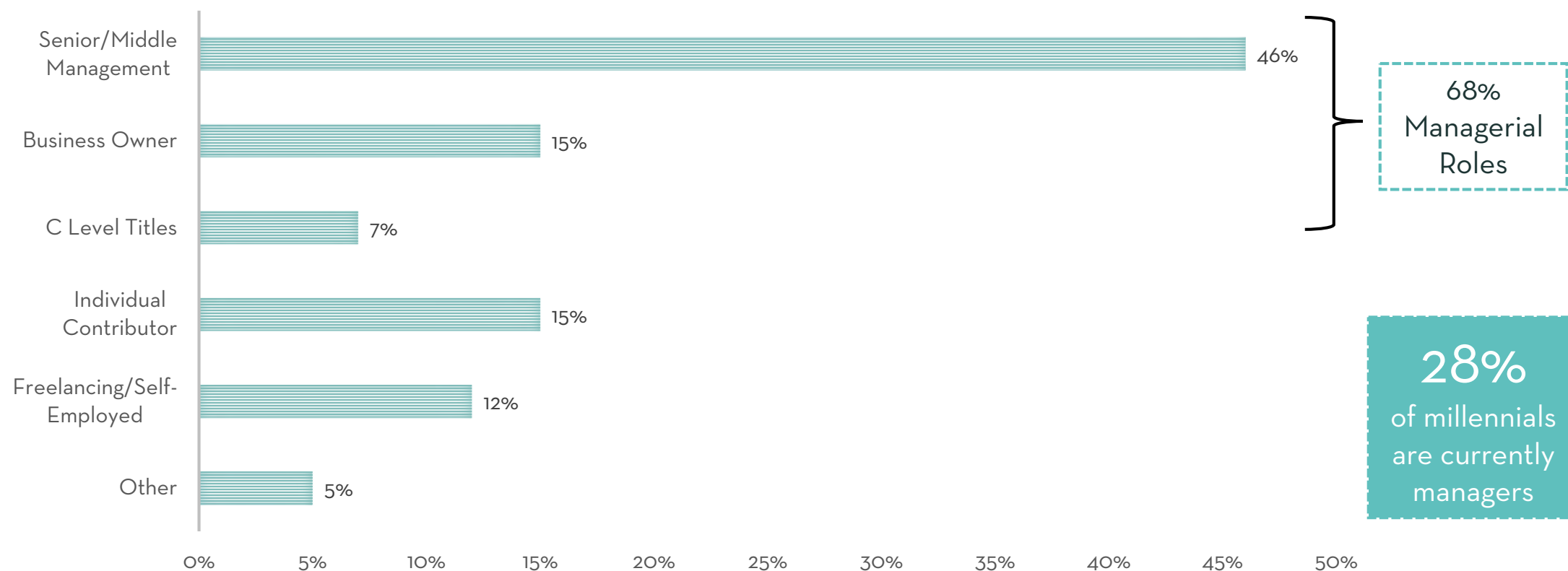


Millennials In Leadership Roles

The Numbers

Source: Red Brick Research

Where do you see yourself in 10 years time?



Millennials In Leadership Roles

The Numbers

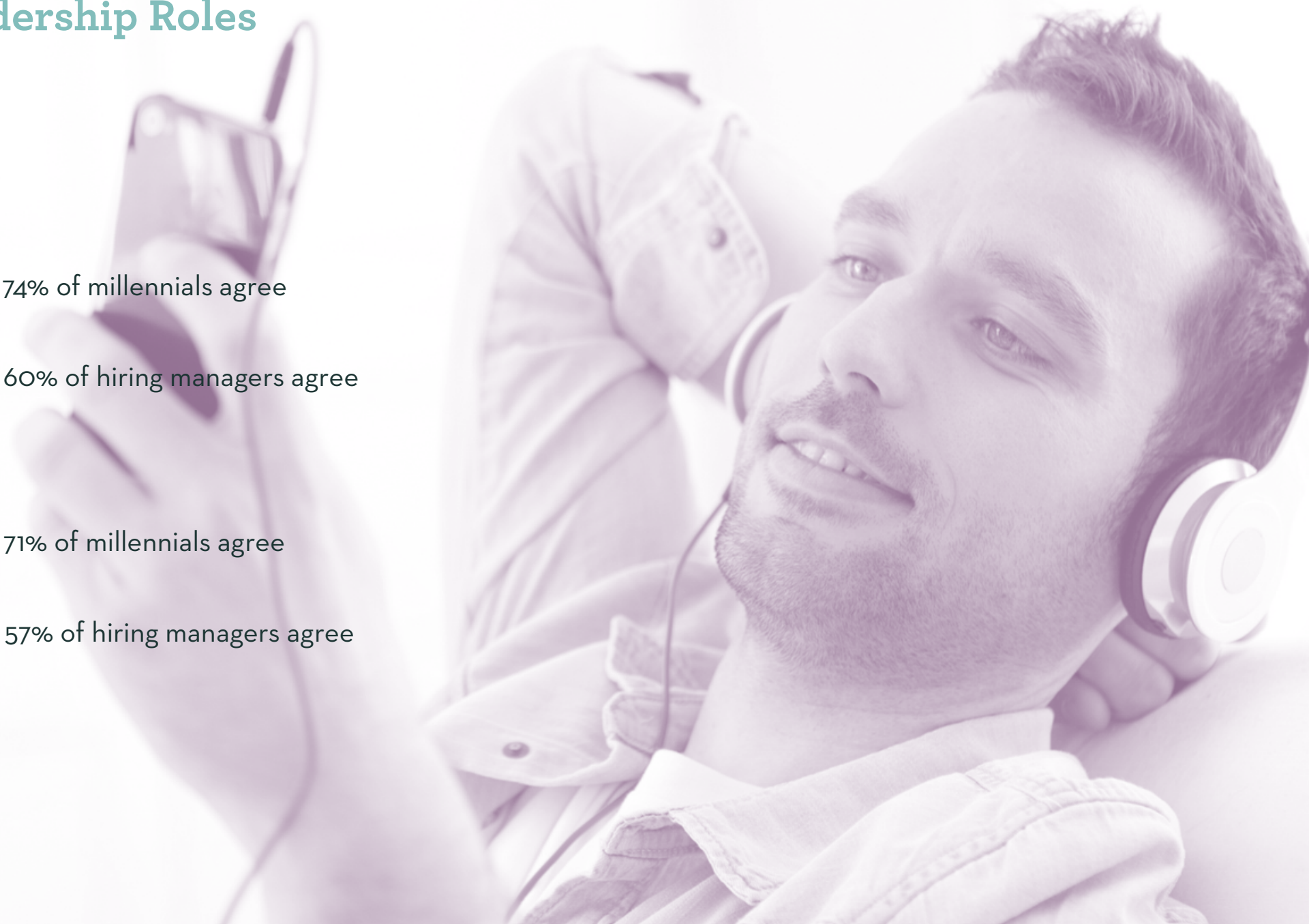
Source: Red Brick Research

“Millennials possess certain skills the previous generation doesn’t tend to have.”

74% of millennials agree
60% of hiring managers agree

Millennials are more technologically adept.”

71% of millennials agree
57% of hiring managers agree



Millennials In Leadership Roles

The Numbers

Source: Red Brick Research



“Millennials can learn new things more quickly.”

74% of millennials agree

60% of hiring managers agree

“Millennials are more likely to come up with fresh ideas.”

71% of millennials agree

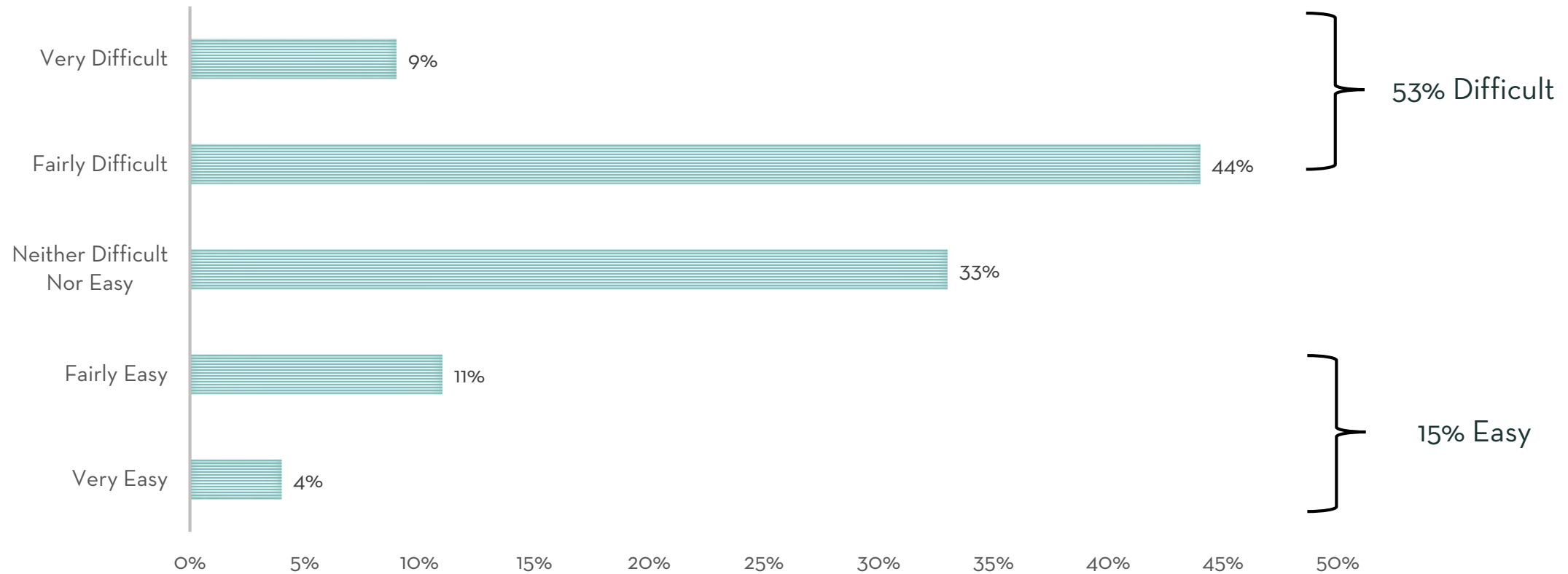
57% of hiring managers agree

Millennials In Leadership Roles

The Numbers

Source: Red Brick Research

How difficult is it to find and retain reliable staff in this age bracket (21-32)?

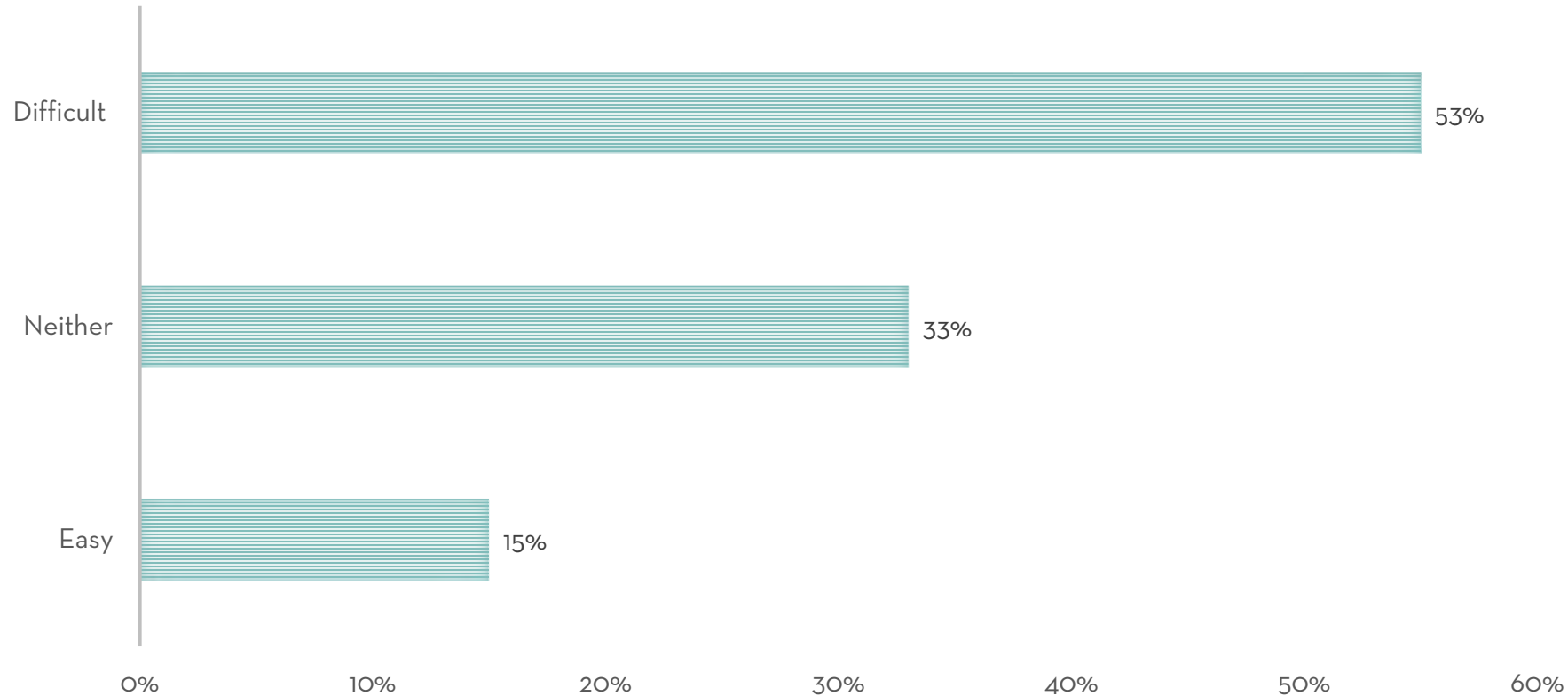


Millennials In Leadership Roles

The Numbers

Source: Red Brick Research

How difficult is it to find millennials for traditional jobs?



39%
of millennials have had difficulty finding a traditional job

53%
of hiring managers have had difficulty recruiting millennials

Managing the Generational Mix

Communication Preferences



Face-to-Face

55+ = 60%
25-34 = 55%

E-mail/Text

55+ = 28%
25-34 = 35%

Phone

55+ = 12%
25-34 = 10%

Working Hours



Leave by 5:00pm

55+ = 53%%
25-34 = 43%%

Work after leaving the office

55+ = 62%
25-34 = 69%

Arriving on time doesn't matter as long as work gets done

55+ = 20% agree
25-34 = 29% agree

Natural Collaborators

The Good

- Fiercely inclusive
- Build culturally competent teams
- Drive stronger decision-making

The Bad

- Praising work - even when it is not warranted
- Lower expectations for employees
- Lack of accountability



Natural Collaborators



The Good

- Independent
- High problem solving skills

The Bad

- Rigidity
- Can't look beyond established methods and understand their self-worth

Change Managers

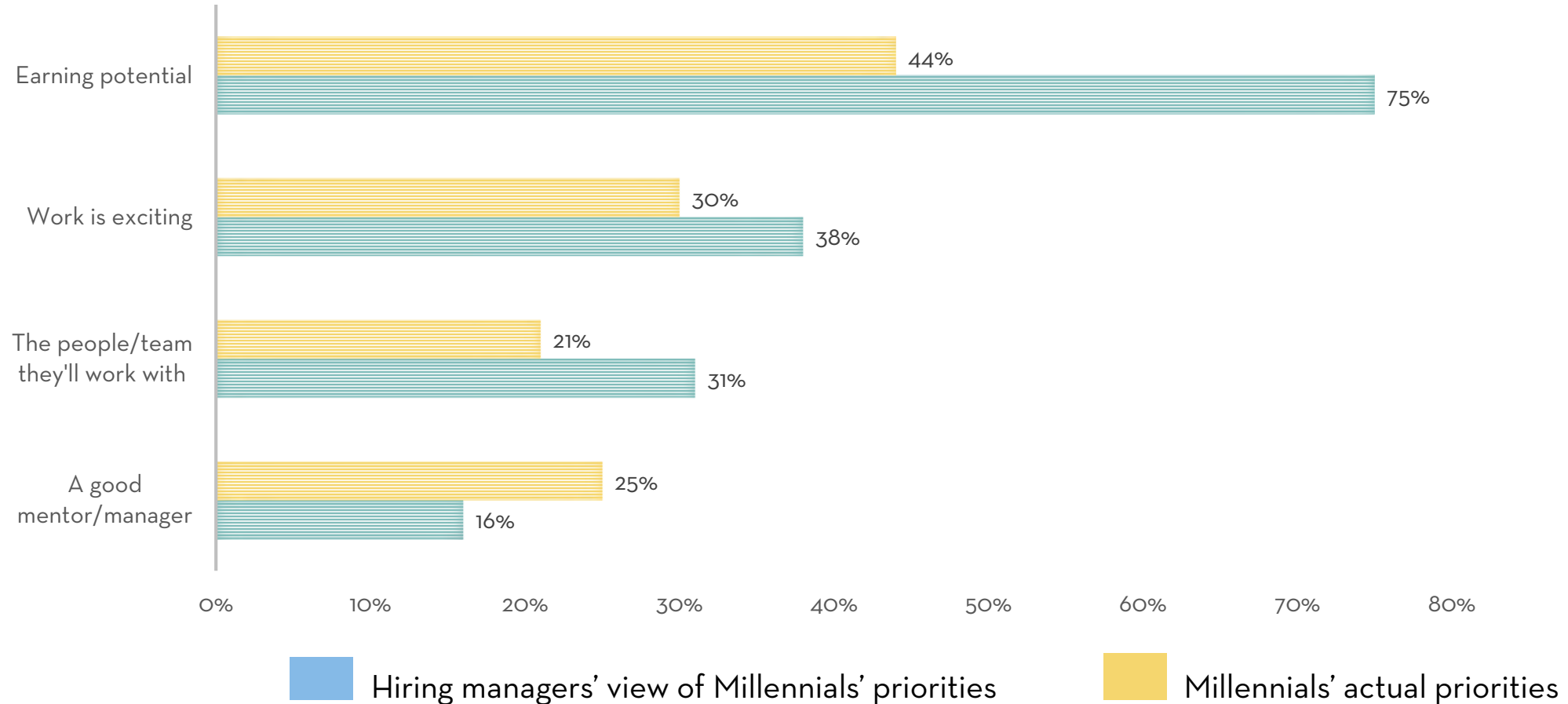
58% of millennials Expect to stay in their job fewer than three years

52% of millennials Corporate loyalty is outdated

2.4 jobs Average number of jobs 29-32 year old workers have had

Focus On People, Exciting Work & Mentorships

Where do you see yourself in 10 years time?



Social Learning

By enabling effective social learning, you can give Millennial managers a leg up by providing them a means to connect with peers and advisors about situational learning needs, long-term leadership development, etc.



Mentoring Millennials

Reverse Mentoring

- Line employees learn from senior executives by mentoring **them**
- Gives junior employees a window into the high levels of the organization - giving the younger generation a better understanding of the business
- The mentorship will naturally evolve potentially adding to an accelerated career track, and increased profile amongst senior executives for the Millennial

