Mentoring Millennials
Group Mentoring

Mentoring Millennials

Anonymous Mentoring

- Uses psychological testing to match mentees with trained mentors outside the organization

- Exchanges are conducted entirely online with both parties remaining anonymous
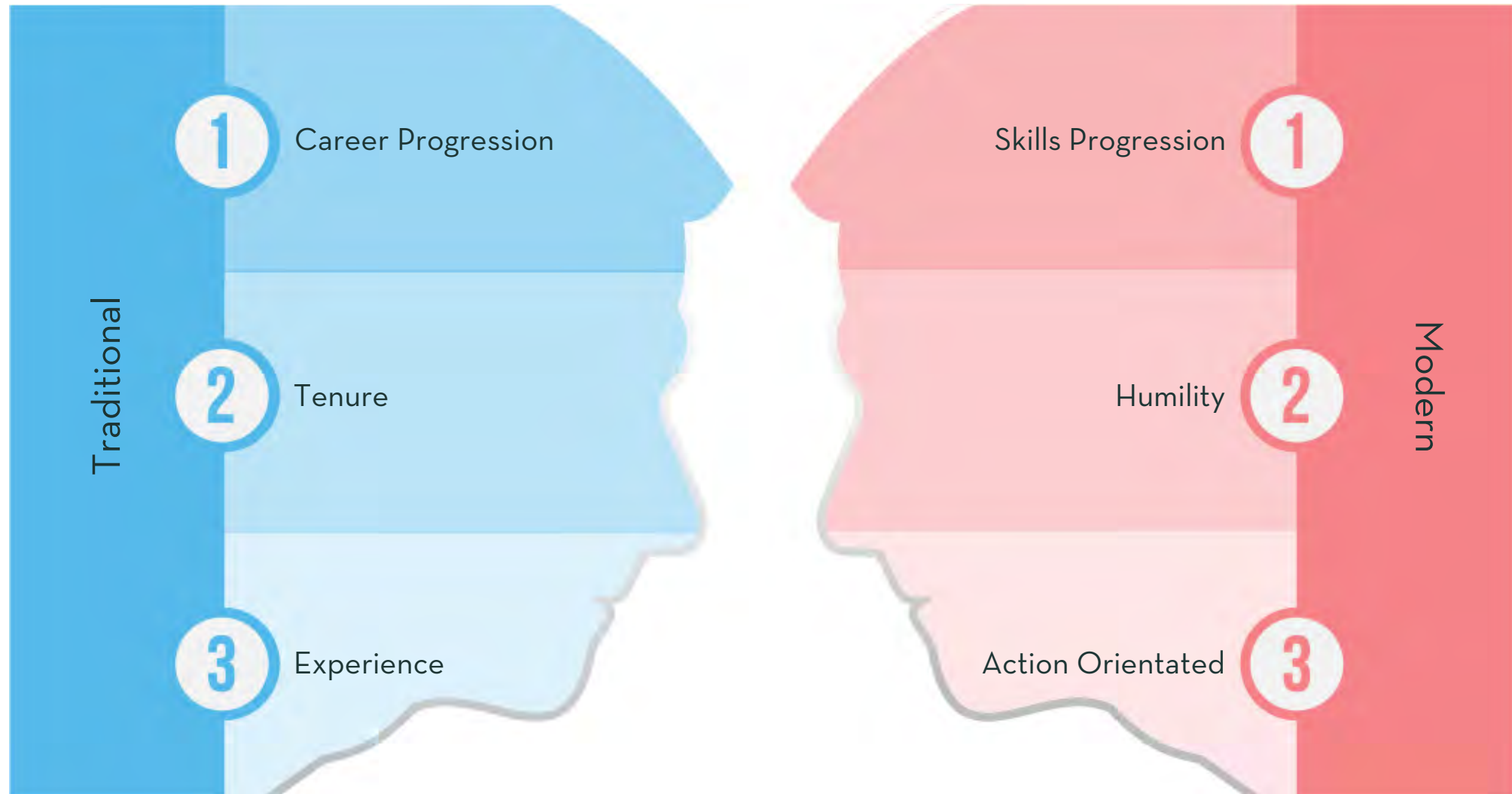
- Lasts between 6 to 12 months

Regular and Consistent Feedback

Improving your organization's ability to give honest, timely, and useful coaching will benefit employees of all ages.

All employees want to feel valued, empowered, and engaged at work. This is a fundamental need, not a generational issue.

Traditional vs. Modern Recruitment For Managers

Traditional

1. Career Progression
2. Tenure
3. Experience

Modern

1. Skills Progression
2. Humility
3. Action Orientated

The Search for Millennial Managers

Conflict Resolution & Attention to Detail

Conflict Resolution

- Good managers must have the courage to hold difficult conversations

- Comfortable with direct communication (face-to-face)

Attention to Detail

- Millennials tend to be resistant to performing 'mundane' tasks and you need to see that an employee has mastered the finer details before they move onto bigger projects and responsibilities

The Search for Millennial Managers

Action Orientated & Strong Communicator

Action Orientated

- You need to find candidates that inspire their teams to reach high goals

- Millennials with high potential for leadership push for solutions and jump right into putting those ideas to work

Strong Communicator

- Treat others the way THEY want to be treated

- Look for Millennials who can customize their communications based on the individual they are working with

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The Search for Millennial Managers

Humility

- Humility is the defining trait of a Level 5 leader

- Great leaders take ownership of their mistakes and give credit to their team for successes

- Showing humility is a sign of maturity and awareness

Revisit the Leaders You Are Promoting

Millennials are looking for leaders who are:

- Strategic thinkers

- Inspirational

- Personable

- Visionary

Millennials place less value on leaders who are:

- Visible

- Well -networked

- Technically-skilled

Getting to Know "ROWE"

Results-Only Work Environments

Employees are afforded the responsibility to decide when, where and how to work. A Results-Only

Work Environment can maximize bottom-line productivity by empowering professionals to leverage

flexible work arrangements which provide the best results for the organization and culture.

Results-Only Work Environments
Accountability & Trust

- Fosters a work culture based on accountability and trust

- Benefits organizations by boosting employee engagement, morale, company loyalty and overall job satisfaction

- Similar to telecommuting, not all employees will be eligible due to the diversity of job functions and classifications

Attraction of Millennial Managers
Social Responsibility & Flexibility

- Have a clear company stance toward social responsibility

- Highlight flextime or a remote work policy

- Consider new management models such as the Results-Only Work Environment

Attraction of Millennial Managers

Continued Education & Compensation

Continuing Education

- Tout your professional development and learning opportunity

- Consider providing industry-related training, paid attendance to conferences and seminars, and even tuition reimbursement

Compensation

- Offer compensation packages that are slightly above the average for your industry or region

- Consider alternative forms of compensation such as gym memberships or flex time

Attraction of Millennial Managers
The Entrepreneurial Mindset

- Give employees room to generate powerful ideas and solutions for your company and clients

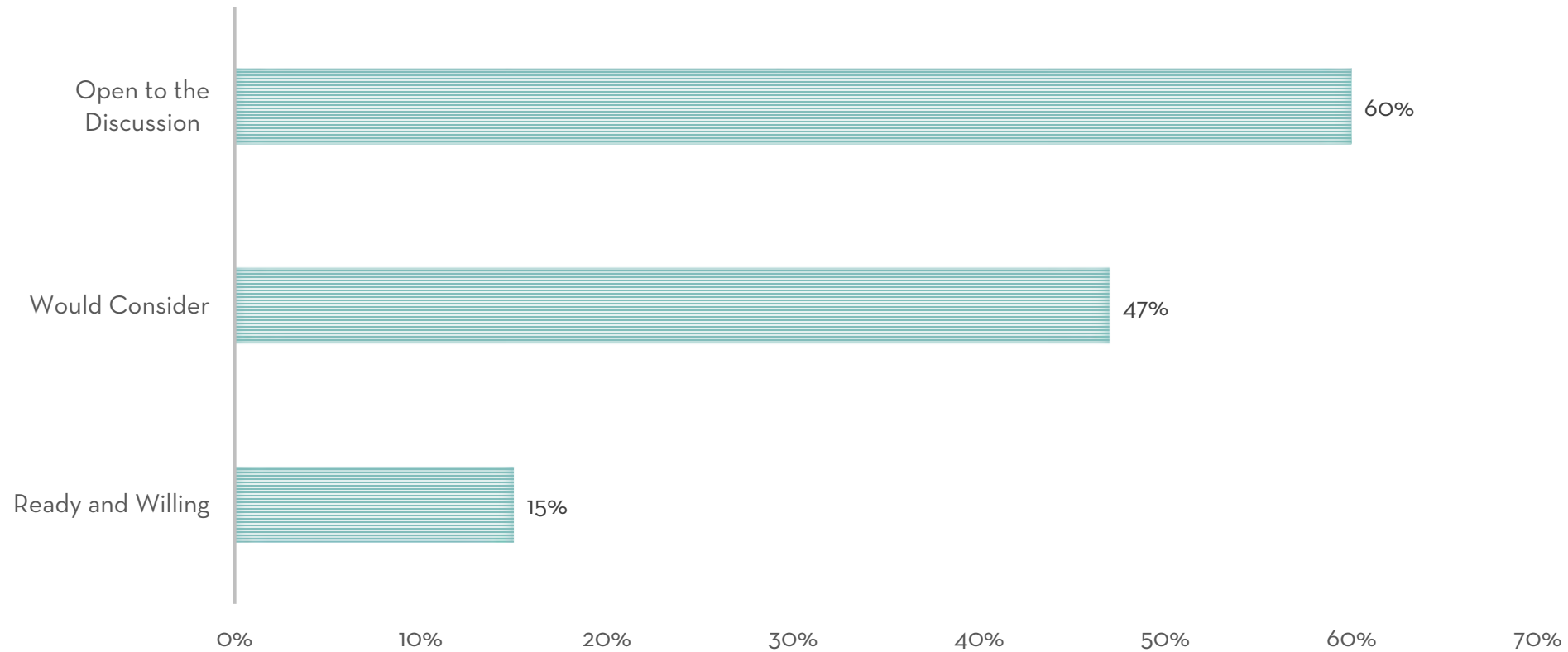- Follow through on their ideas and recommendations
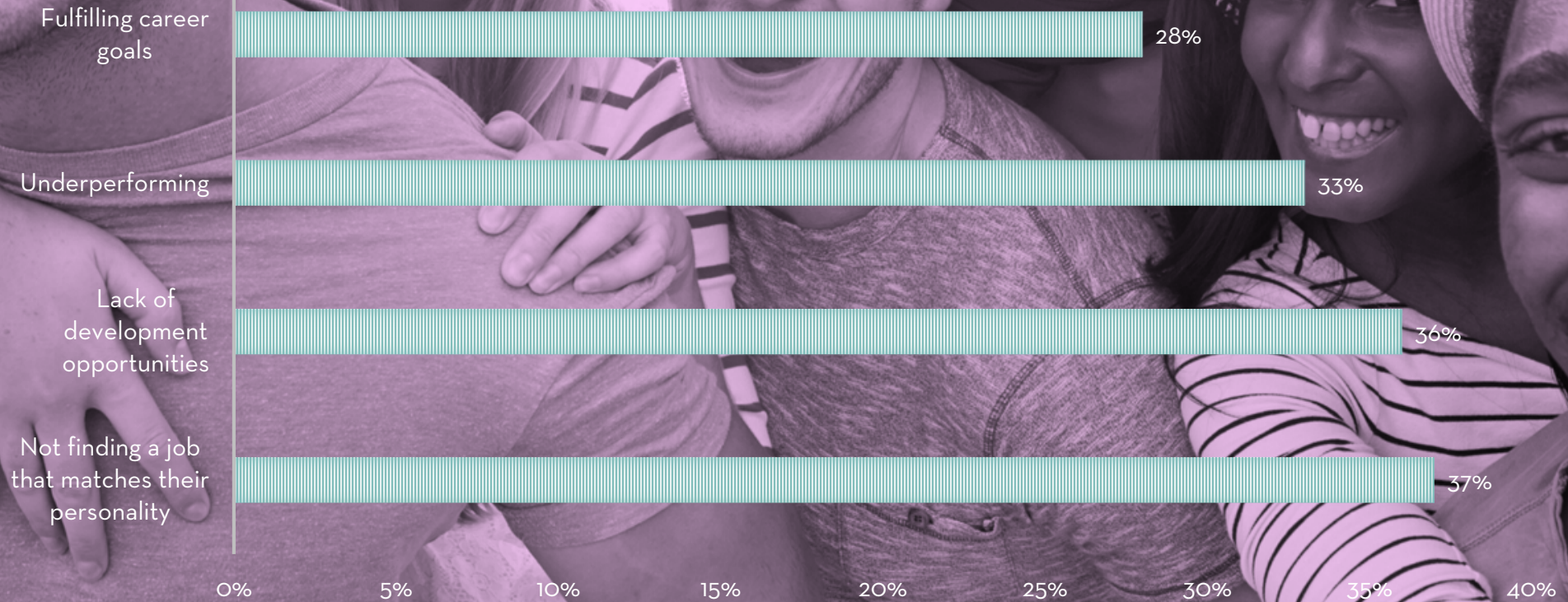
Generational Characteristics

Largest segment of the population | Diverse | Minimal attention span | True digital natives

Educational Shifts

Ready to work

Generation Z Fears

Fulfilling career goals — 28%

Underperforming — 33%

Lack of development opportunities — 36%

Not finding a job that matches their personality — 37%

0%   5%   10%   15%   20%   25%   30%   35%   40%

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Thank you