

Millennial Leadership

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Introductions

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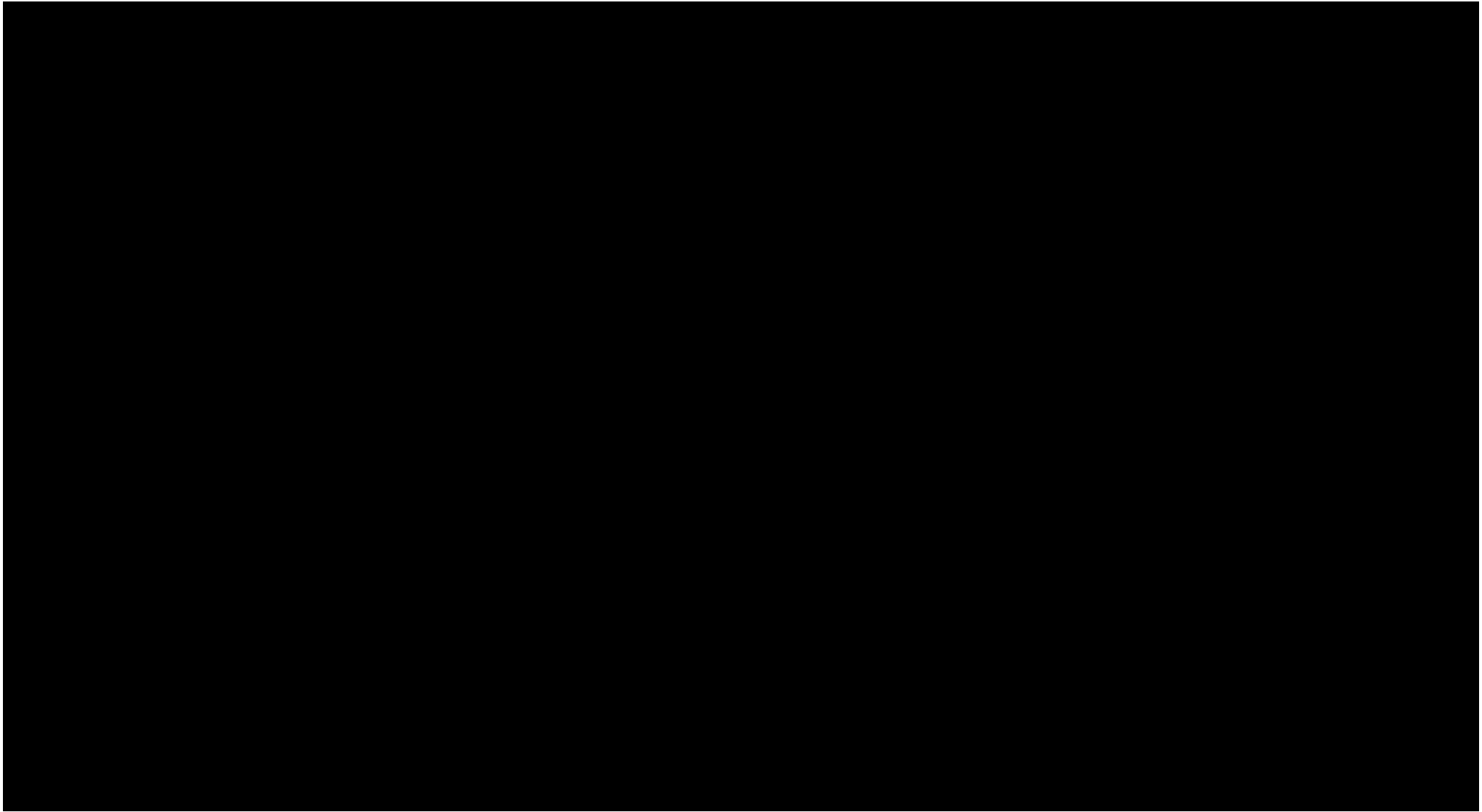


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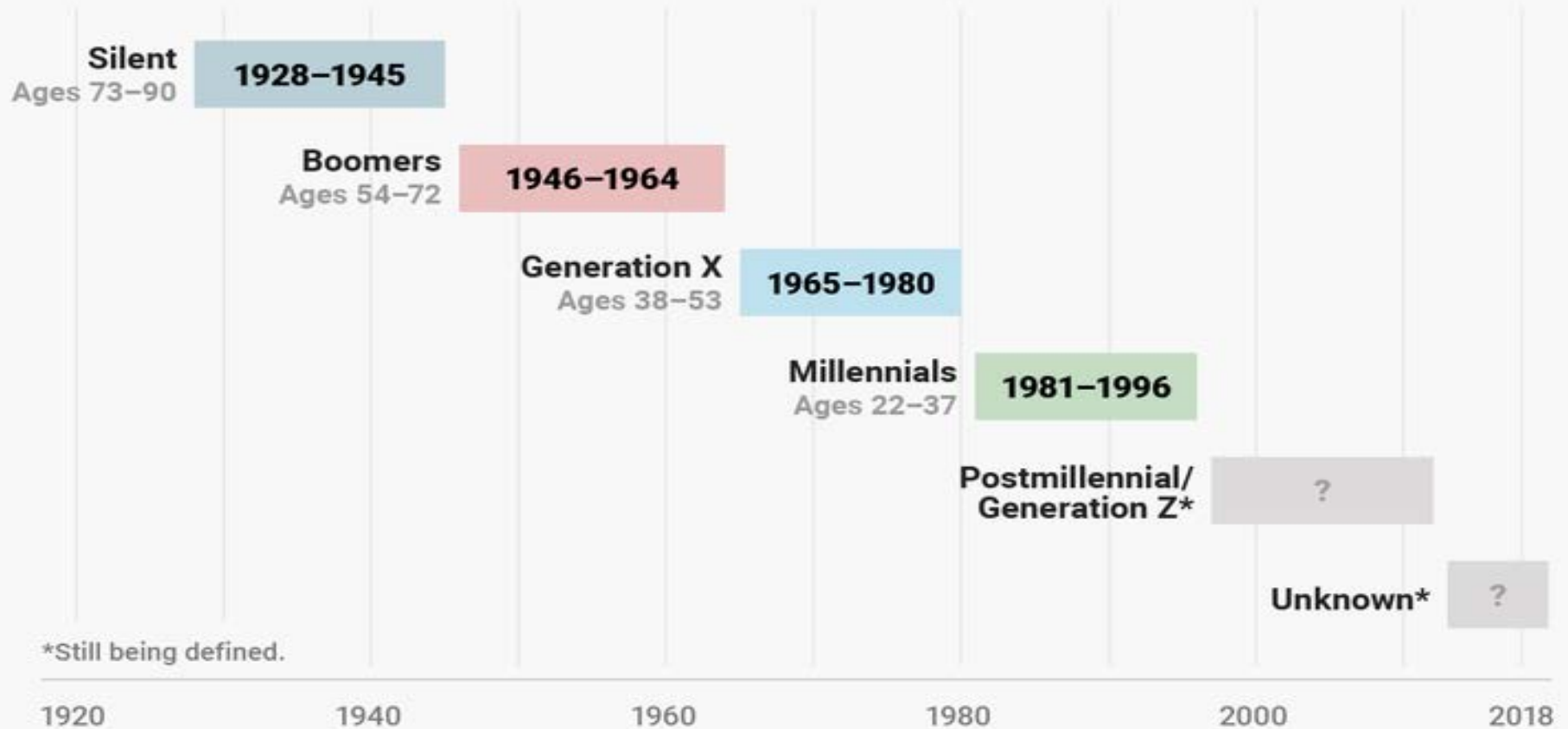
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How To Speak Millennial?



Lets Define The Generations!


Which generation you're in based on your birth year



*Still being defined.

Source: Pew Research Center

BUSINESS INSIDER



Can there be a peace between us?

 #iasboAC19

 **THE POWER OF**
2019 Illinois ASBO Annual Conference
Schaumburg, IL May 2-3, 2019 

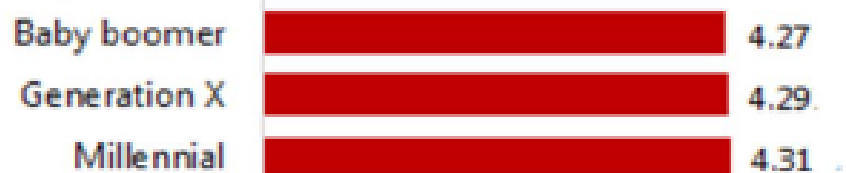
Organizational Philosophy Says Yes!

Organizational Philosophy Importance Ratings (5=Most Important)

Environment that encourages employee input/ideas



Organization believes promoting from within



Organization that recognizes employee contributions



Environment that encourages autonomy



Provides good training opportunities/skills



Organizational philosophy of hierarchical respect



Merit-based advancement



Organization where tenure leads to promotions



SOURCE: IPMA-HR survey of state and local government employees

Let's Test What We Know About Millennials

Please take your Laptop, Mobile Device or
Tablet as visit

<https://pollev.com/iasbo2019m082>

Let's Test What We Know About Millennials

- 1) Adjusted for inflation, Millennials earn 20% *less* than their parents did at the same age.
- 2) Average student loan debt doubled from Generation X (generation just prior) to Millennials.
- 3) The average job tenure for Millennials is 5 years.
- 4) When employed, Millennials are the most engaged generation in their work.
- 5) Millennials now outnumber all other generations in the labour force.



What Makes **Millennials** Tick?

Connections!

Mentoring

Values

Flexibility

G

R

O

W

T

H

To make a difference

Affirmation

Creativity

Impact

So How Do I Lead A Millennial?



Remember What Makes Them Tick!

- Lead to their skills
 - Leverage their communication skills
 - Utilize their want to offer innovative and fresh perspective
 - Remember their adaptability/
 - Understand their accepting of diversity
 - Mentor them! Include Them!

Retaining Millennials

Goal

- Attract
- Retain long term



- Potential Points of Interest
 - Compensation (salary, tuition, “perks”, etc.)
 - Pension/Retirement (Tier II or Tier III possibly)
 - Insurance (health, disability, etc.)
- Value effective communication from employer
- Value organization that recognizes employee contributions

OK – So what if the Millennial IS the leader?



The Following Traits Actually Make Millennials Great Leaders!

- Millennials are
 - Tech-Savvy
 - Family-Centric
 - Achievement-Oriented
 - Team-Oriented
 - Collaborative
- Millennials value authenticity & transparency
- Millennials tend to not value being the boss
- Millennials are highly inclusive

Leading Generation X

Goal

- Retain
- Cultivate leadership and experience

- Potential Points of Interest
 - Compensation (salary, etc.)
 - Pension/Retirement (mostly Tier I)
 - Insurance (health, disability, life)

- Value teamwork/collaboration
- Value organizational philosophy of hierarchical respect



Leading Baby Boomers

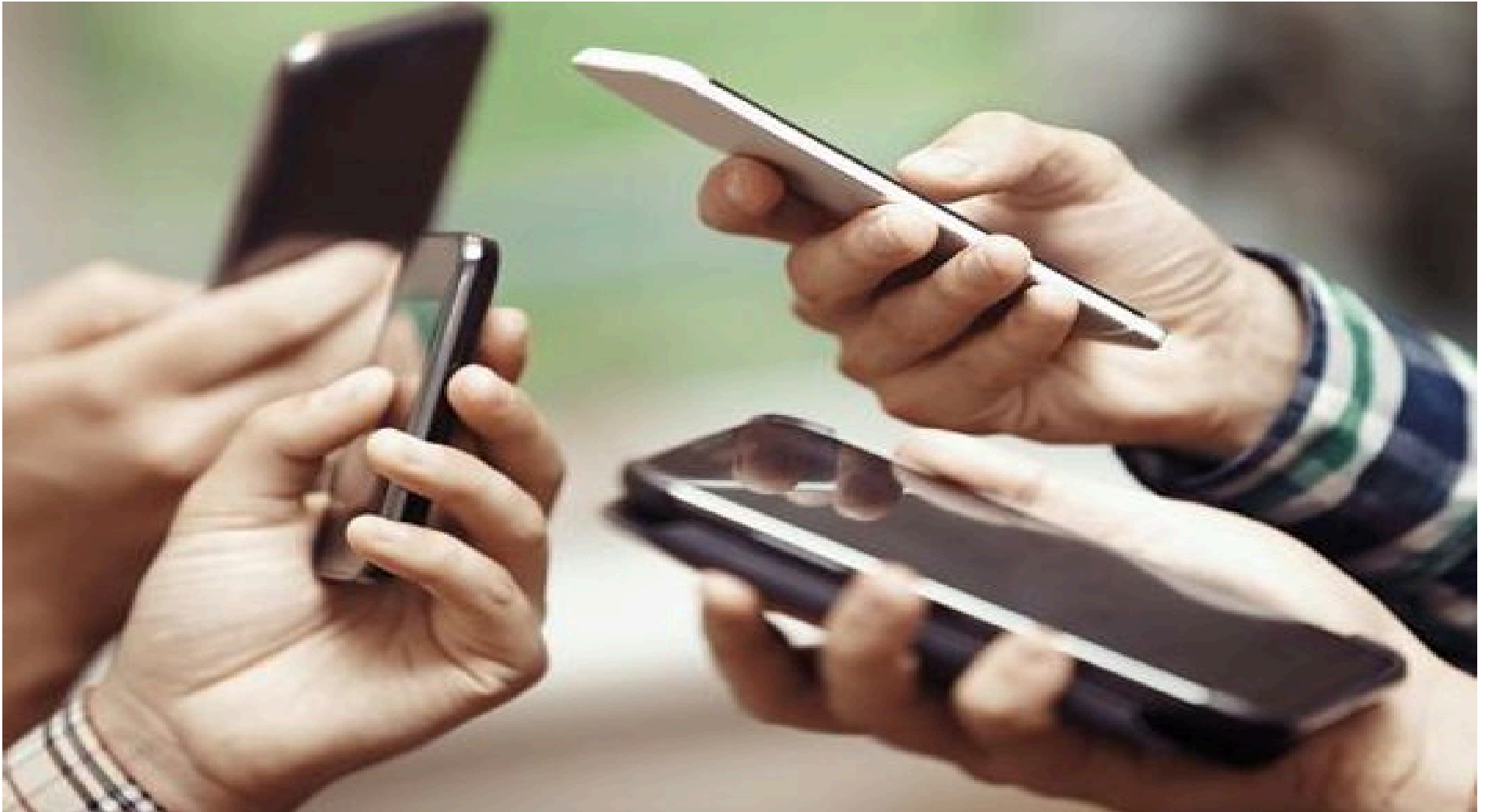
- Goal
 - Retain for proper amount of time
 - Foster positive culture

- Potential Points of Interest
 - Compensation (salary, retirement, etc.)
 - Pension/Retirement (mostly Tier I)
 - Insurance (health, long term care)

- Value a boss they respect
- Value environment that encourages employee input/ideas



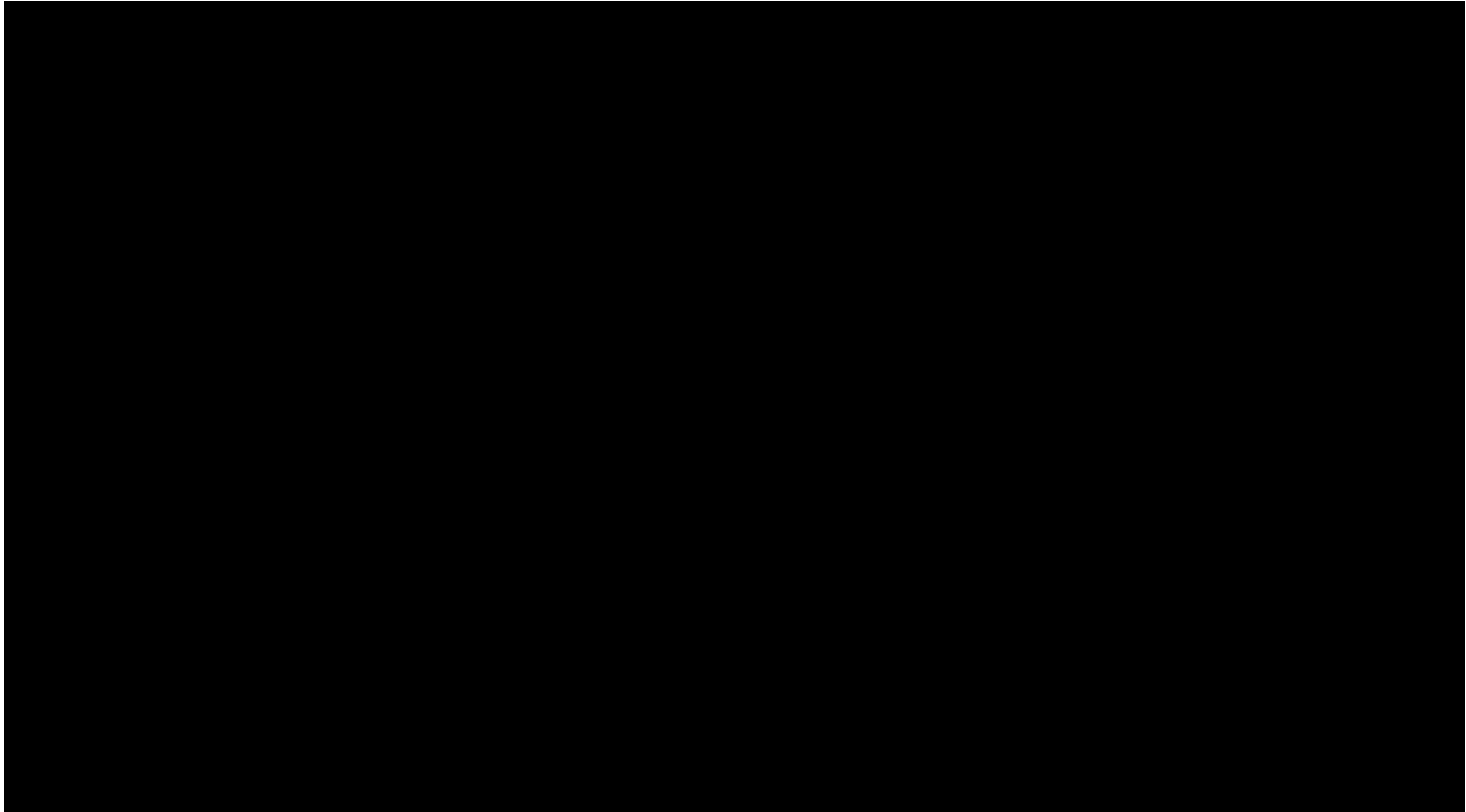
OK – But why are they always texting?



Millennials Seek Efficiency

- Instant access to information
- Streamlined communications
- Multi-tasking
- Being plugged in
- FOMO

Finding Common Ground..



Questions and Answers

We thank you for your time!

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