

The Millennials are here!



Millennials - Born from 1981 to 1997, Millennials represent approximately 85 million Americans today. (k)

Teams!



Who are they?

Poll of Millennials found **OVER half** either started their own business or planned to start one in the future. **Entrepreneurial / Intra-Prenurial (k)**

They are the first generation in human history who regard behaviors like tweeting and texting, along with websites like Facebook, YouTube, Google and Wikipedia, not as astonishing innovations of the digital era, but as **everyday parts of their social lives** and their search for understanding.

Who are they?

Facebook and “Friends” Median number of friends.

Older Boomer / Silent 50

Younger Boomer 98

Gen X 200

Millennials 250 (p)

“Selfies” % who have shared a selfie

Boomers 9%

Silent 4%

Gen X 24%

Millennials 55% (p)

Who are they?

Average stay in a job is approximately **3-4 years.**

Diversity (% non-Hispanic White)

Boomers 79%

Silent, 72%

Gen X 61%

Millennials 57% (p)

Trust in OTHERS?

Boomer 40%

Silent 37%

Gen X 31%

Millennials 19% (p)

Upbeat about the future “% saying they...lead the type of life they want

Boomers 60%

Silent 56%

Gen X 68%

Millennials 85% (p)

WHY the bad rap?

Too young?

Entrepreneurial?

Millennial economy?

<https://www.parkingpanda.com/>

<https://www.uber.com/>

<http://neighborgoods.net/>

<http://dogvacay.com/>

WHY the bad rap?

Trust?



Selfies?

Diversity?

Upbeat about the future?

So called "FRIENDS?"

Why are they important?

Millennials currently comprise 36% of the 153 million strong US workforce. **By 2020 they will be nearly 50% of 160 million US workforce. (k)**

74% of Millennials say that **technology makes life easier.** More acceptance of mobile “phone use.” Use freely at Family dinner, lecture, business meeting, and at church. (p)

56% say technology helps people use their **time more efficiently. (p)**

Why are they important?

Poll of Millennials found **OVER half** either started their own business or planned to start one in the future.

Entrepreneurial / Intra-Prenurial (k)

How do I build loyalty with this generation?



The millennials are looking for a boss to be a **coach and mentor** rather than a compliance cop. A coach that puts in place, the events that build Social Capital!

How do I build loyalty with this generation or better yet, in my organization?

Vision / Execution Plan

Culture of honesty, trust, and **integrity**

Build sense of fulfillment / **community**

Manage with your **feet** / interaction

Build culture of flexibility, **individuality**, and creativity

Did you hear that? **Listen!**

Lead through **calculated failure**

Ideas for training and development

Learn **ON THE JOB**, Mentor/mentee relationships.

Love TEAMS and working on things that matter to the organization and can see results.

Succinct, scrubbed-down, training. Get them onboarded with small details, then impart bigger, cultural details over time. **ON THE JOB** generation.

Ideas for training and development

Be flexible – build in **flexibility** to adjust program / company as it matures.

RETURN feed back. (two way street on feedback!)

Still have to hold them **accountable** to financial goals / profit center goals.

Ideas for training and development

Active learnings, role playing, clinical experiences, **ON THE JOB**



Multi-task Masters

Trash the binders for **tablets** when training.

Teams!



Questions or Comments?

Coach them to success for ALL!

- A **Clear Vision**
- Communication **TWO** way communication
- **Build social capital!**
- Leaders will emerge as they are allowed to seek their Entrepreneurial - Intra-preneurial vision of improving an organization.

Allow Organization to “Poke the Box”

ON THE JOB and challenge set standards looking, for improvements EVERYWHERE.

Thank you! It has been a pleasure to be here today!!!!

Tim G. Smith

- Phone-864.230.6651
- Email – tim.smith@furman.edu
- <https://www.linkedin.com/pub/tim-smith/7b/586/863>