

START HERE – START NOW

5 Steps To Getting Started Developing Your Millennials

Millennials are well educated, skilled, and competitively recruited. They are widely connected. A focus on leadership development as usual will leave you vulnerable to losing the best and brightest of your youthful workforce. Millennials want coaching on how to lead . . . **now!**

When we promote Millennials we expect more from them. However, absent life experiences and years of accumulated wisdom it's only natural for there to be some unexpected disconnects between Millennials' professional abilities and their insight about getting things done in a corporate culture. They need your support . . . **now!**

1

Select a Qualified Candidate – select Millennials who demonstrate the motivation and ability to succeed as leaders. Select Millennials with the potential for critical management skills, and help them develop those skills. Have your organization clearly define the skill sets and responsibilities of successful leaders then use your high-performing managers as role models. This sets the stage to provide new Millennial managers with a clear sense of what it takes to succeed in your organization.

2

Raise Millennials' Visibility – Millennials need your support in gaining credibility and respect in order to be accepted as leaders and full contributors. Leverage their energy and enthusiasm to learn. Assign mentors, send them to conferences or industry meetings, ask them to author white papers and industry articles, put Millennials in front of senior colleagues so they become known and accepted. Train them in public speaking; build their presentation skills so they are ready as they move up.

3

Leverage their Eagerness to Learn – Millennial leaders are eager to receive feedback and improve on an almost minute-by-minute basis. They are looking for specificity, direction and coaching. Check in more often than you might with experienced team leaders and offer them on-the-spot coaching. Support their on-the-job development with formal learning.

4

Build Business Acumen – Be sure that your Millennial managers acquire basic business skills that they may have skipped in their speed to advance. Millennials are grateful for directions and coaching on fundamental management skills such as delegation, conflict management, or how to conduct a performance review. Make learning real and relevant.

5

Recruit Millennials' Endorsement – Include Millennial leaders in the organization's decision making process from the very beginning. They are focused on team and group consensus and when aligned with organizational initiatives can evangelize to their peers, colleagues, co-workers and team members.

For more information

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