



Training Better Millennial Supervisors: Convince the Largest Segment of Today's Workforce to Step Up & Embrace Management Roles

Gen Y Leadership Development

A 5-step plan for developing and coaching Millennial employees into future supervisory and management roles within your organization. Tap into the natural abilities of the 'Me' generation to identify and create a learning path to leadership.

Who are Millennials?

The largest generation of employees in the workplace since the Baby Boomer generation, Millennials were born between the years of 1981 to 1994, during the creation of the Internet and mobile devices. They will make up 75% of the global workforce by the year 2025.

Due to myths and their propensity for self-care and hyper-focus on tasks, Millennials have been dubbed the 'Me' Generation and they are also referred to as Generation Y. They are often viewed as selfish, self-serving, and disloyal. However, Millennials do not view themselves this way at all.

What do they want?

Based on current research, Millennials are seeking work experiences that are positive and lead to career growth. They enjoy learning new concepts and are fast-learners. They are conscientious about their work and the impact they have in the world. Around one-quarter of all Millennials desire the opportunity to start their own businesses and make an even greater impact on their communities.

Millennials do not want to become work-a-holics like their parents and older siblings. They do not want to go into debt, although many are paying off student loans. They want to get respect from their peers and while they are willing to work hard for it, they will not sacrifice personal time to achieve this. They are the embodiment of work life balance, preferring time with friends and family over work time. They are driven, natural leaders, with strong technical skills.

How do they want to get there?

Many Millennials explain that they want to achieve more in their careers, but find it impossible to locate the right kinds of training that they need. They often struggle with finding mentors, but when they do connect with someone, they are eager learners. They enjoy learning content on demand and on-the-go. They need regular feedback and constructive criticism to ensure they are on the right track. They need an outlet for expressing their concerns or they will turn to social networks to gain support.

Fact: The 2016 Deloitte Millennial Survey indicated that millennial employees demonstrate very little loyalty and likely have an exit strategy in place at all times, and therefore are less likely to stick around long enough to become management candidates. One-fifth of all working millennials said they plan to leave their jobs within one year or less, and more than 6 in 10 millennials said their leadership skills aren't being developed fully.

How to identify a future Millennial leader

It's important to be able to spot a Millennial with the right qualities to become a future supervisor or leader. Individuals with modern leadership abilities often display the following behaviors in the workplace:

- ✓ Giving frequent and informal feedback to others
- ✓ Desire for a blending of work and personal life
- ✓ Much more personal management style
- ✓ Putting people ahead of profits
- ✓ Problem-solvers not finger-pointers
- ✓ Strong communicator, written and verbal (not text-speak)
- ✓ Interest in business operations and entrepreneurialism
- ✓ Action to make positive changes in the organization (idea sharer)

Creating a leadership development program for Millennials

It's relatively simple to design a professional development program to support Millennials who show an aptitude for supervisory and management roles. Here is a 5-part sample plan.

Identify Millennials ready to be trained for management roles

Review the above behavioral indicators that some of your Millennials are ready to take on the added responsibility of being a supervisor and future manager.

Meet regularly with the point of contact managers and other supervisors who observe the readiness for management training.

Listen to your Millennials during weekly check in meetings to see if they mention the desire for training in leadership concepts.

Engage Millennials in regular training with on-demand learning content and career learning objectives.

Approach your Millennial employees at the right time

The right time to approach a Millennial is when he or she demonstrates the ability and willingness to take on more responsibilities.

Provide opportunities for Millennials to test their skills in a real-world application of supervisory tasks.

Ask Millennials during regular check ins if they are ready to commit to career growth.

When there is an opening in the team for others to step up, advance from within, not without.

Effectively train your employees for their new positions

Evaluate the best learning method for the individual by observing employees in live classroom, eLearning, and interactive training sessions.

Provide on-demand leadership focused training modules in the form of mini-lessons (5 minutes or less) shared by organizational leaders and peers.

Gather regular feedback from millennials and other employees to determine the effectiveness of training and suggestions for more topics.

Provide well-matched mentors within team settings that encourage sharing and collaboration.

Ask new hires to provide a 'wish list' that indicates their top goals for their career, and then review quarterly to ensure they can overcome obstacles.

Give new hires the chance to attend at least one professional development event of their choice once a year.

Implement a mentoring program to create a support system

Carefully evaluate candidates based on their unique personality type, learning style, and work preferences. (Use DISC or other employee evaluations as tools to gain insight)

Match the right employees with the right mentors based on the above factors and level of competence.

Set the stage for natural mentoring to take place between new and seasoned employees with an internal document and learning platform. (Example: Sharepoint)

Set up various business and career interest clubs that pair experienced leaders with new hires and younger employees.

Increase loyalty and performance in Millennials using management training

Give millennials a reason to stick around long enough to develop leadership skills. Why would they want to leave? What does the competition have that's better?

Use management training and advancement as incentives for promoting loyalty to the company.

Provide insight into management opportunities on a regular basis to make sure it's attainable.

Hold regular open leadership development and work trainings for all levels of employees.

Assign an HR advisor to guide employees through specific career paths that lead to greater responsibility and recognition.

Help employees see the importance of leadership in daily work performance and future success.

More info?

Please visit www.hrknows.net