



# Millennials in the Workplace



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Why talk Millennials in the workplace?

What do you want to gain  
from this session?



Why talk Millennials in the workplace?

What does society say about Millennials?



Why talk Millennials in the workplace?

What are your perceptions  
of Millennials?



## Why does it all matter at work?

- They'll soon be 50% of the workforce
- They tend to be dedicated workers who put a nonprofit's mission first
- They are native users of technology and you need them to communicate effectively with the world
- What else?



## 5 Truths about Millennials\*

1. They are job-hoppers just like other young workers decades ago.

- The median length of employment in the same company for young workers was 3.5 years in 1983 compared to 3 years in 2014.

*\*From Insead Business School Study*

## 5 Truths about Millennials\*

### 2. Millennials are workaholics who value efficiency over office norms.

- Millennials don't care where they work as long as they get the job done efficiently.
- 70% of Millennials say flexible work arrangements are important to them.
- They often forfeit unused vacation days and feel guilty taking a vacation.

## 5 Truths about Millennials\*

### 3. Hard-working Millennials want work-life balance.

- 70% of Millennials say they have or would choose work-life balance over a higher salary.

*\*From Insead Business School Study*





## 5 Truths about Millennials\*

### 4. Millennials are poor.

- Millennials in the US earn \$2K less than their parents did at the same age.
- Millennials with a degree earn about the same as a Boomer without a degree at the same age.
- They are burdened by increasing costs of higher education and student debt.
- More Millennials in the US are living with their parents for the first time since 1880.

## 5 Truths about Millennials\*

### 5. Millennials seek leaders who provide support and career progression options.

- 65% of Millennials say that rapid career advancement and achieving a leadership role are important to them.
- Millennials prefer leaders over bosses and they are willing to be coached and mentored.

*\*From Insead Business School Study*



# How to Work with Millennials

## 1. Don't let them get bored.

- Offer ways for them to learn skills on the job and a mentor to go to.
- Sign them up for additional training whenever possible.
- Give them the chance to use their new skills and try their own solutions.

*\*From Insead Business School Study*

# How to Work with Millennials

## 2. Let go of a 9-to-5 office schedule.

- Allow remote work from home or a coffee shop
- Promote an open work culture as much as possible

*\*From Insead Business School Study*



# How to Work with Millennials

## 3. Go on vacations and go dark.

- Encourage vacations and limit unscheduled after hours work.
- Model valuing work-life balance by taking time off for yourself.
- Institute a “no contact” rule for vacations.

*\*From Insead Business School Study*



# How to Work with Millennials

## 4. Compensate them as well as you can.

- Compensate them based on their impact on the organization.
- Offer vacation time and professional development opportunities and other non-compensation benefits and encourage them to use them.

*\*From Insead Business School Study*



# How to Work with Millennials

## 5. Provide clear directions for personal and organizational growth.

- Millennials want to know how to fit in and succeed at work.
- Show them how their contributions impact the organization.
- Offer paths for advancement
- Share the organization's vision and progress early and often to motivate them and give them a sense of purpose.

*\*From Insead Business School Study*



# How to Work with Millennials

What ideas have worked for you or your organization?

*\*From Insead Business School Study*





# Action Planning

- What challenge do you need meet at work related to Millennials? (Get them involved as volunteers? Improve relationships with people you work with now? Hiring?)
- What are 2-3 actions you and/or your organization could take in the next month to deal with your challenge?

