LET’S HATE MILLENNIALS!!!

...Now, let’s move on.
Who ARE These People?!

- Included Ages Aren’t Exact
  - Early 1980s to mid-late 1990s
  - More about traits than age
Characteristics – Stereotypical, Typical and Fact-driven

Positive
• Civic-minded
• Most Educated Generation Ever
• Very Networked & Social
• Attractive to Diverse Environments
• Multitasking Geniuses

Negative
• Entitled (due to “helicopter parenting”)
• Gritless
• Lack of Loyalty
• Unpolished
“They have trouble making decisions. They would rather hike in the Himalayas than climb the corporate ladder. They crave entertainment, but their attention span is as short as one zap of a TV dial.”

-TIME Magazine
Are Adjustments Necessary?

Currently about 30% of the US workforce’s ~125 million workers*

Early to mid 2020s, Millennials will make up about ¾ of the US workforce*

*United States Bureau of Labor & Statistics
Network ➔ Interview ➔ Hire ➔ Retain

• Target Schools/Majors & NETWORK!

• Expedited Interview Process

• Quick Hiring Decisions

• Retention
To the Career Fair AND BEYOND!

- Career Fairs – Everyone’s doing it
- Schools Large AND Small
  - Love your alma mater but understand your bias
- Other Networking Opportunities:
  - Academic Clubs and Organizations
  - Social Media – “The Technology Bred and Fed Generation”
  - Discussion on the F&A field to business classes
Interview Process & Hiring Adjustments

- Standard Interview process = 23 days*
  - Up from 13 days just 4 years ago
- Expedite, Expedite, Expedite!
  - Interview and Offer
- How???? Prioritize Hiring
- Attitudinal and Aptitude Questions
  - Remember, you have LOTS of experience
  - Search for passion
- Grouped Hiring for Entry Level Positions

*Glassdoor Economic Research
Addressing the “Lack of Loyalty” Stereotype

“How do I retain!?!?”

• Identify an Appropriate Mentor
• Training is KEY
• Paths for Professional Growth
  • Costly training isn’t the only option!
    • Group Industry talks
    • Book clubs
• Flexibility – Build trust, then USE IT
• Culture
  • Open door policy – use Socratic method
  • Give back!
Identifying the Proper Mentor

Mentor Identification Process:

1. Identify knowledge milestones
2. What current employees/group members own this knowledge?
3. Which of these group members have a knack for training/leading?
   ✓ Will these group members welcome a “green” employee?
   ✓ Do these group members have the bandwidth?
4. Identify most difficult ramp-up points
5. Identify unspoken rules of group/company
   ✓ Is early arrival to work important?
   ✓ Dress code?
6. The importance of Mentor recognition (also retention mechanism)
   ✓ $$ is not always necessary
Ramp-up (and Continuous) Training

Create a Written Training Schedule...
  • w/ the selected Mentor
  • Ramp-up & Continuous

...and Follow It
  • Scheduled sit-downs to track success

What about the Expense?!
  • Book Clubs
    • Grit to Great – Jim Collins
  • Industry Trend Talks
  • Attending Industry Association Meetings
Learn to Be Flexible

- Flex hours
- Occasional or Full Telecommuting
- Early Friday Releases
- Casual Dress Code (on Fridays)

Business & bottom line hindrance
Avoid Managing – COACH & LEAD!

- 69% of Millennials see their company’s review process as flawed*
- 3 out of 4 Millennials feel in the dark about their performance*
- 90% would feel more confident if they had on-going check-ins with their bosses*

HOW?
- Constant, frequent feedback
- Reinforcements vs. Awards
- Shared mission, vision & goals

* As reported by Forbes – study conducted by TriNet, an HR solutions provider
Culture
Build It and Loyalty (i.e., RETENTION) Will Follow

• Community Service Events
• Quick, fun discussion topics during meetings
• Addressing the “I’m too old to connect with them?!”
• Event Planning NOT Paying
  • But... LaCroix isn’t too costly
Conclusion

• Network Beyond Career Fairs
• Expedited Interviewing and Hiring Process
  • With good questioning practices
• Choose a Proper Mentor
• Follow a Training Schedule
  • Ramp-up
  • Continuous
• Continuous Feedback loop
• Learn to Flex
  • Hours not muscle
• Focus on Culture
Questions or Additional Discussion Points?
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