

**Title: Meet the Millenials – Understanding the Generation Y Workforce**

*How to tap into the Gen Y talent and bring out the best in your workforce – the key is in understanding their expectations, and how to effectively ‘engage’ this dynamic new, young, fresh, ambitious, highly educated, optimistic, confident, vibrant and intelligent workforce.*

**Duration:** Half- day (3.5 hours)

**Target Audience:** Directors, Leaders, Managers, and Supervisors at every level

**Summary:**

This workshop will give you a greater understanding of the Generation Y mindset, their expectations, how they like to work, and how they like to be treated. This remarkable generation looks at life, job prospects, and careers from an entirely new perspective – not the way Traditionalists or Baby Boomers viewed the world. Avoiding the temptation to put them into ‘boxes’, this workshop will show you how to approach this workforce with respect and appreciation for what they bring to the table – remember, they come with advanced cutting edge knowledge, but with your experience and wisdom you can harness and channel that knowledge to create incredibly high performing teams. Learn how to let them drive while you navigate. The old ‘Command & Control’ model of management is from another era, and does not work with Generation Y. The way forward is through collaboration and appreciative inquiry, which will identify their talent and actualize their vast potential to your advantage.

**Learning Objectives**

- Discover why social networking and social interaction are so high on the Gen Y agenda
- Learn how Gen Y views work-life balance and how it impacts their performance and production levels
- How to take advantage of this technology savvy generation born into the cyber age
- Recognize the power of effective communication and respect in dealing with these creative young minds
- Develop the power of listening with authenticity – pay lip service and you’ll be deemed a write off
- Discover the key strategies required to ‘engage’ this workforce effectively
- Learn to give and receive feedback regularly, otherwise you’ll lose them
- Make your connection meaningful
- Avoid categorizing them or telling them you know what they want – Gen Y is complex and varied
- Ignore them at your peril – involve to your benefit
- Understand that company ‘loyalty’ has a new meaning for Gen Y
- Recognize the diversity of expectations
- Learn how to benefit from their innate ability to multi-task effortlessly