Managing Millennials – Five areas of focus

- Sense of Purpose
  - WHY:
    - There is no difference between a "Calling" and a "Career" for this generation
    - They want to do good
  - HOW:
    - This should be given
    - The Y does this
    - Our 3 deliverables
    - Cause Driven Leadership

- Relationships
  - WHY
    - They want to be part of a team
    - Authenticity matters more than professionalism
    - There is a reason social media use is through the roof - they care about others. So much to the point that equality matters.
  - HOW
    - Push back on their parents calling. Stress you want to have a working relationship with them.
    - Set up a mentor for them - it doesn't have to be you.
      - The mentor teaches them the culture of your work place
      - With a set mentor, there is no ambiguity of who to approach
    - Don't talk down them about a coworker - they will wonder what you are saying about them
    - Create teams that are not based solely on the department they work in. This creates a broader sense of community.

- Professional Development
  - WHY
    - They will choose their job not based on how much they are paid but how much they are invested in.
    - Investing them = believing in them.
    - Know what they want to do, but don't know how to do it.
  - HOW
    - Networking Opportunities
      - Take them with you to meetings
      - Have them meeting with community partners
      - Have them be your scribe in a meeting
    - Trainings - they want to go to trainings. Not everyone does.
    - Use experiential learning with a project
      - Put it on them - make them write a plan out
      - Make sure the project is something they are bought into
      - Give them an outline of how a project gets done at your organization
      - Let them mess up
      - Lindsay's parker example

- Flexibility
  - WHY
    - Access is so easy - they can tweet celebrities!
    - Any time anything can be done - when they want something now, they are motivated to go do it. Also means they are contacting you.
    - Want to do everything - this however takes up time
  - HOW
    - Use technology
      - Adapt to what platforms they use
      - Don't be afraid to be afraid to say "I don't text. You need to email." It's okay to put boundaries on yourself.
    - Be pragmatic about time
      - Have your list of reasons why you need someone at a certain time beyond "it's your job"
      - Use that list when asked about time off
      - Be consistent with everyone - they all talk.
      - When you can't be consistent, don't be taken a back when they ask. Just give them the reason.
      - They won't take advantage of it. If they do, be pragmatic when you point it out.
    - Access to you
      - Set up times they can approach you
      - Maximize your "down time" - eat lunch with someone that you may not normally
      - Broadcast what you are working on - they want to be informed

- Leadership
  - WHY
    - They need to know that you believe in them
    - Doesn't know how to take criticism - the fucking Honorable Mention award
    - Want to be part of a movement
  - HOW
    - Reminding them that it's not great their parent called, but that you believe in them.
    - Teaching them how to take criticism - use your own career as an example. This means opening up though which is a struggle for some.
    - If a "calling" is what they want, cultivate it for your benefit
      - Have them choose a topic within your scope of practice
      - Coach them on how to become the expert in that topic
      - Encourage them to become the authority by
        - Presenting
        - Writing
        - Educating peers
        - Creating partnerships
        - Broadening your offerings
    - Teach them how to say no
      - They want to take on the world but need to know if you "try to do everything, you can't do anything."