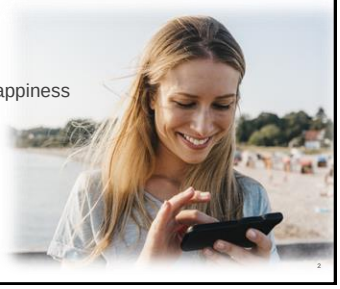


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Mission Based Generation

- Purpose
- Can-do attitude
- Value
- Vision
- Including Joy and Happiness



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Perspective

- Dial up internet vs. High speed internet
- Music
- The size and capability of cell phones compared to the 90's
- Popular TV shows
  - I love Lucy vs 16 and pregnant



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3

Do's and Don'ts

Do	Don't
Ask	Tell
Train	Lecture
Explain	Dictate
Value Fun	Be boring



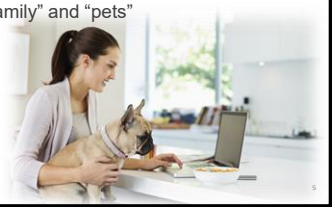
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Work - Life Balance

- Value different stages
- Leave all judgement behind
- 24 hours a day
- Use of technology
- Changes including "family" and "pets"



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Expectations

- Be exact
- Accountability
- "Wiggle" Room
- Go high and then go higher
- Become friends with failure



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Manager/Boss

- Expanded into coach
- Expanded into Mom/Dad/Aunt/Uncle
- Lasting Relationship
- Loyalty
- Respect



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Feedback

- Constant
- Continuous
- Specific
- Direct
- “Tough love”
- Two-directional



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Challenging Environment

- Fast paced
- Constant
- Questioning
- Inviting
- Endless possibilities



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Etiquette

- Dress
- Phone
- Time management
- Email
- Manners



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Quote

"Instead of complaining about adapting for millennials, it's imperative for leaders and managers to acknowledge the role of millennial behavior as an indication of the needs of the modern workplace to attract, leverage, and retain modern talent."

— Crystal Kadakia, *The Millennial Myth: Transforming Misunderstanding Into Workplace Breakthroughs*

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Myths about Millennials

- Lazy
- Selfish
- Spoiled
- Irresponsible



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Resources

Why Millennials Matter organization

Millennial Magazine

Book recommendation:

- **"Becoming the Boss: New rules for the next generation of leaders" – by Lindsey Pollack**

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