“How to Manage Millennials”

By:

A Millennial who hates managing Millennials
who
what
where
when
why
how
A Generational Timeline

- 1925 – 1945: Greatest Generation
- 1946 – 1964: Baby Boomers
  - Generation Y is a “made up” designation for those born in the mid-1970s
Millennial:

- Authors William Strauss and Neil Howe are widely credited with coining the term Millennials in 1987. They picked “Millennial” because current preschoolers were going to graduate high school in the year 2000.
- Employers feel Millennials have too great of expectations from the workplace.
- Studies predict Millennials will switch jobs frequently, holding many more jobs than Gen Xers due to their great expectations.
- Millennials look for versatility and flexibility in the workplace, and strive for a strong work–life balance in their jobs; and they often put social responsibility ahead of pay.
Millennial:

- Special little snowflake.
- This generation is something special, because *Mom* and *Dad* and their 5th grade teacher told them so. Plus they have a whole shelf of participation trophies sitting at home so it has to be true.
- They believe themselves to be highly intelligent. Their teachers and lecturers constantly gave them "A"s in order to keep *Mom* and *Dad* from complaining to the Dean. Unfortunately, nobody explained to them the difference between an education and grade inflation so they tend to demonstrate poor spelling and even poorer grammar.
- At work, Millennials believe themselves to be overachievers who just aren't understood by their loser bosses. Even *Mom* said so when she showed up for the interview. They are the only generation in the universe to understand the concept of work-life balance, and to actually want to find a fulfilling career. All those Gen X losers just don't get it. They should be smart like Millennials and get *Mom* and *Dad* to pay for everything until they can work out what they want to do with their lives, and then get rich doing it.
Here’s what YOU created

**The Good:**
- Optimistic
- Community
- Team Players
- Tech-Savvy

**The Bad:**
- Critical Thinking
- Thin-Skinned
- Job Hoppers
- Poor Writers

**The Ugly:**
- Entitled
- No Ambition
- No Work Ethic
- Lazy/Selfish
Millennials are known for many things — their obsession with social media, their propensity for taking selfies — and yes, even their poor driving skills. In fact, a new study by the AAA Foundation for Traffic Safety found that millennials are the worst-behaved drivers in the United States.

Of the 2,511 licensed drivers over the age of 16 surveyed, a shockingly high 88 percent of millennials committed at least one risky behavior while behind the wheel in the past 30 days, according to the report. Some of these actions included speeding, disobeying traffic laws, and texting behind the wheel. A lower 67.3 percent of drivers ages 60-74 admitted to the same behaviors.

“Alarmingly, some of the drivers ages 19-24 believe that their dangerous driving behavior is acceptable,” Dr. David Yang, the executive director of the AAA Foundation for Traffic Safety, said in the report. "We must continue to work toward reducing the number of young drivers who are engaging in hazardous driving behaviors.”
Who’s a Millennial?
Who’s a Millennial?
Who’s a Millennial?

- Mark Zuckerberg
- Caitlyn Ricci
- Michael Rotondo
- Ken Beurmann
Where’s the Millennial?

**POPULATION SIZE**

- **Millennials**: 14-34, 76.6 m
- **Gen Xers**: 35-47, 54 m
- **Boomers**: 48-66, 75.6 m
- **Matures**: 67+, 39.9 m
Where’s the Millennial?

Rise of Millennials in the Workforce

How I Manage Millennials

1) Complete Transparency
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2) Open Door Policy
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1) Complete Transparency
2) Open-Door Policy
3) Have a Shared Vision
How I Manage Millennials

1) Complete Transparency
2) Open-Door Policy
3) Have a Shared Vision
4) Employee Engagement
In 2017 I would most likely enroll in the following TERRIO-sponsored medical insurance plan...

Answered: 38  Skipped: 0
Which location do you think would be most enjoyable for a TERRIO staff Christmas Party?

Answered: 16  Skipped: 0

CALM Holiday Lights: we'll...
Camelot Park: we'll rent...
John's Incredible...
Rush Air Sports: each...
Lunch at Woolgrowers...
What if we don’t train them and they stay?

What if we spend a lot of money training our people and they leave?
How I Manage Millennials

1) Complete Transparency
2) Open-Door Policy
3) Have a Shared Vision
4) Employee Engagement
5) Respectful Accountability/Motivation
COLLEGE FOOTBALL

Why the Oregon Ducks Don’t Believe in Yelling

Breaking With Football Tradition, the Ducks’ Coaches Don’t Scream at Their Players; ‘Society Has Changed’

By JONATHAN CLEGG
Jan. 7, 2015 3:52 p.m. ET

Oregon football has become famous for doing things a certain way: fast, flashy and, above all else, loud. This is a team that plays before a deafening home crowd, dons ostentatious, ever-changing uniforms and blares music at such high volumes during practice that each drill is ended with a blast from a fighorn.
Specifically How to Succeed: Managers of Millennials

• Adapt
  – The people with the most responsibility have to be the first to adapt to survive

• Speak their “Love Language”
  – Career Development

• Embrace their Ideas
  – If a Millennial isn’t challenging your processes – they’re not giving 100%

• Practice
  – The best managers of Millennials are involved in youth groups (coaching, teaching, church groups, mentoring, etc.)
Specifically How to Succeed: Millennials with Managers

• Ambition
  – Say yes to everything

• Critical Thinker (after proven competence)
  – Innovative Solutions

• Communication Mirroring
  – Speak your boss’ preferred language (phone, email, text)

• Hard Worker
  – If I have to explain this to you...Good luck
Q&A

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