



MENTORING THE MILLENIALS; OUR ROLE BY MARY NJOKI

#MILLENIALS



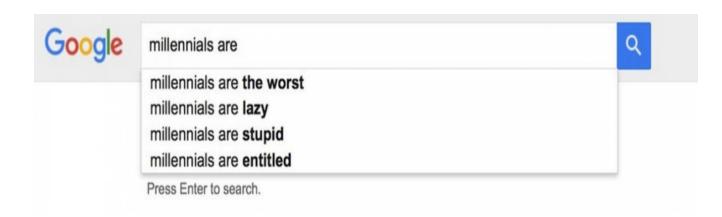






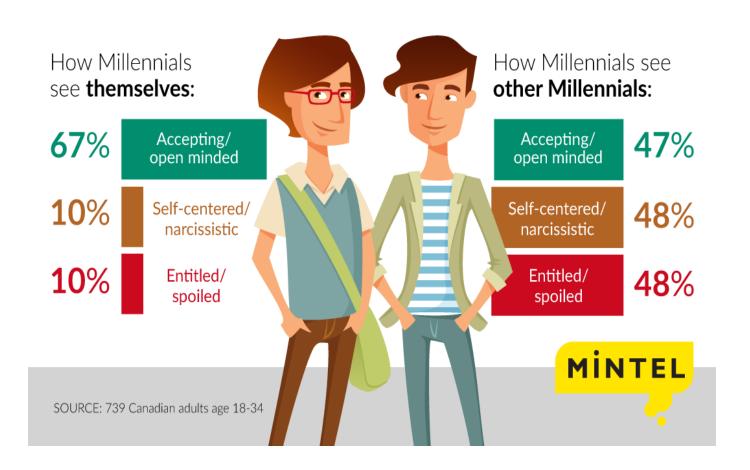
#MILLENIALS





#MILLENIALS





MILLENIALS AT WORK PLACE







Past Generations	Millennial Generation
My Paycheck	My Purpose
My Satisfaction	My Development
My Boss	My Coach
My Annual Review	My Ongoing Conversations
My Weaknesses	My Strengths
My Job	My Life

Source: Gallup, How Millennials Want to Work and Live, 2016



Boomers vs. Millennials @ Work

OVT OF OFFICE

thecooperreview.com

boomers

I'll be unreachable on a Carnival Cruise this weekend, see you when I get back.

Best.

millennials

i'll be at coachella this week but you can still reach me anytime on snapchat, instagram and kik - find me as "JerryPurpdrank"

rock on! 🎸



Boomers vs. Millennials @ Work

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Boomers vs. Millennials @ Work

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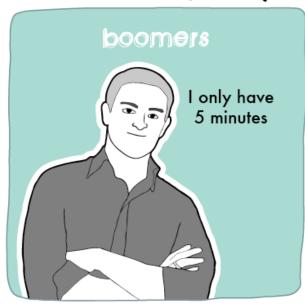






Boomers vs. Millennials @ Work

ATTENTION SPAN







Boomers vs. Millennials @ Work

(OMPLAINING







Boomers vs. Millennials @ Work

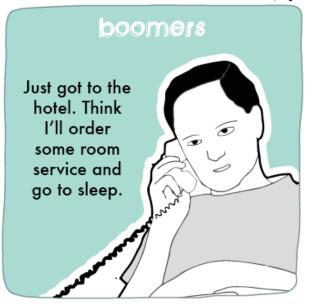
VOLUNTEERING





Boomers vs. Millennials @ Work

TRAVEL







Boomers vs. Millennials @ Work

S(HEDVLE

thecooperreview.com

boomers

Monday 9am - 5pm

Tuesday 9am - 5pm

Wednesday 9am - 5pm

Thursday 9am - 5pm

Friday 9am - 5pm

millennials

Monday 10am - 8pm
Tuesday 2pm - 12am
Wednesday 11am - 5pm
Thursday 3am - 2pm
Friday 10am - 4pm



Boomers vs. Millennials @ Work

EMAIL

thecooperreview.com

boomers

Hi Alan,

How are you?

I just wanted to get in touch. Please let me know when a good time to meet would be. Feel free to let me know at your convenience, or if you'd just like me to set something up on your calendar.

Best, Joe





Boomers vs. Millennials @ Work

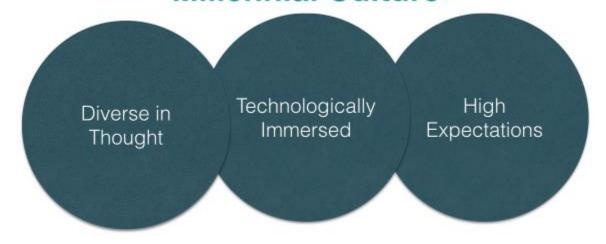
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Millennial Culture



MISTAKES OF MILLENIALS AT WORK PLACE



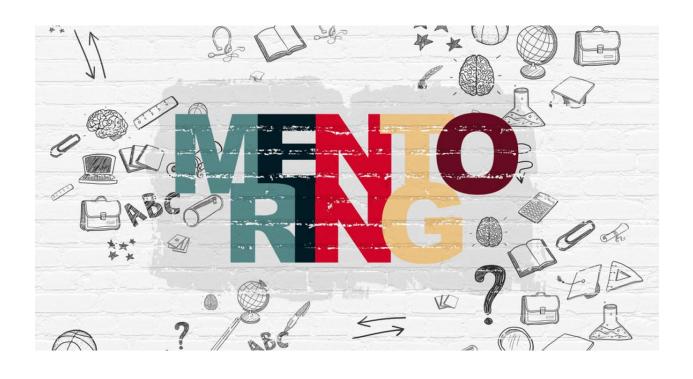


- Have a tendency to zone out into fantasy land (or maybe their phones).
- Punctuality Blooper: A good worker is one with strong work ethics, and punctuality is number one on the list.
- Not Understanding The Dress Code: Millennials have a much more laid back attitude compared to the Gen X.
- Complaining and Whining.
- Thinking The Workplace Is Like School: A workplace may feel a lot like a school in many ways.
- Not Knowing Who's "Boss": Unlike the loyal, submissive Gen X,
 Millennials like to be incharge of themselves.



MENTORING MILLENIALS





MENTORING MILLENIALS





- Give a sense of purpose.
- Communicate early and often.
- Let them use technology.
- Be inclusive.
- Provide mentoring.
- Recognize their accomplishments.
- Offer short-term benefits.

PRINCIPLES DRIVING MILLENIALS



1

Values: How the company treats its employees, vendors and customers?

2

Purpose: Does the company have a unique point of differentiation and how does the employee contribute to success?

3

Communication: How does the company communicate information? (Complete transparency vs. "Need to know")

4

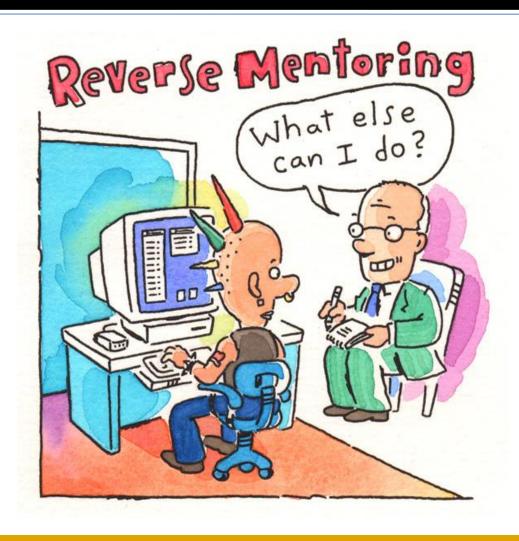
Collaboration: How involved is the average employee in making decisions and interacting with other departments?

5

Work/Life Balance: Does the company respect and acknowledge an employee's life outside of work?

MENTORING MILLENIALS





REVERSE MENTORING





- Reverse mentoring fosters a culture in which employees are all considered to be lifelong learners.
- Knowledge and experience aren't automatically assumed or measured by years.
- Communication becomes a two-way street and everybody can have valuable observations to contribute, no matter how junior.
- This collaborative approach transcends generations and hierarchies, and facilitates faster transfer of precious tacit knowledge throughout the organization.

REVERSE MENTORING





Step-by-step guide to implementing reverse mentoring

- Go bottom up, then top down.
- Communicate objectives with a launch.
- Brief the mentors.
- Regular check-ins.
- Foster informal mentoring relationships.

OUR ROLE; REVERSE MENTORING





- Leaders are unaware of the benefits.
- Leaders are already engaged in peer-topeer mentoring.
- Leaders are pressured to focus on tasks with clear ROI.
- Leaders lack the time./Create time.
- Leader's pride get in the way/Not allow pride

Is your organization Millenial friendly?



