



THE MISSING PERSPECTIVE IN THE BOARDROOM: MILLENNIALS.

Presentation by:

CPA Raphael W. Matu

Member: ICPAK Tax and Economics panel
(CEO-Royal Business School and Director-Finsolution Consultants Ltd)

Thursday 28th November, 2019

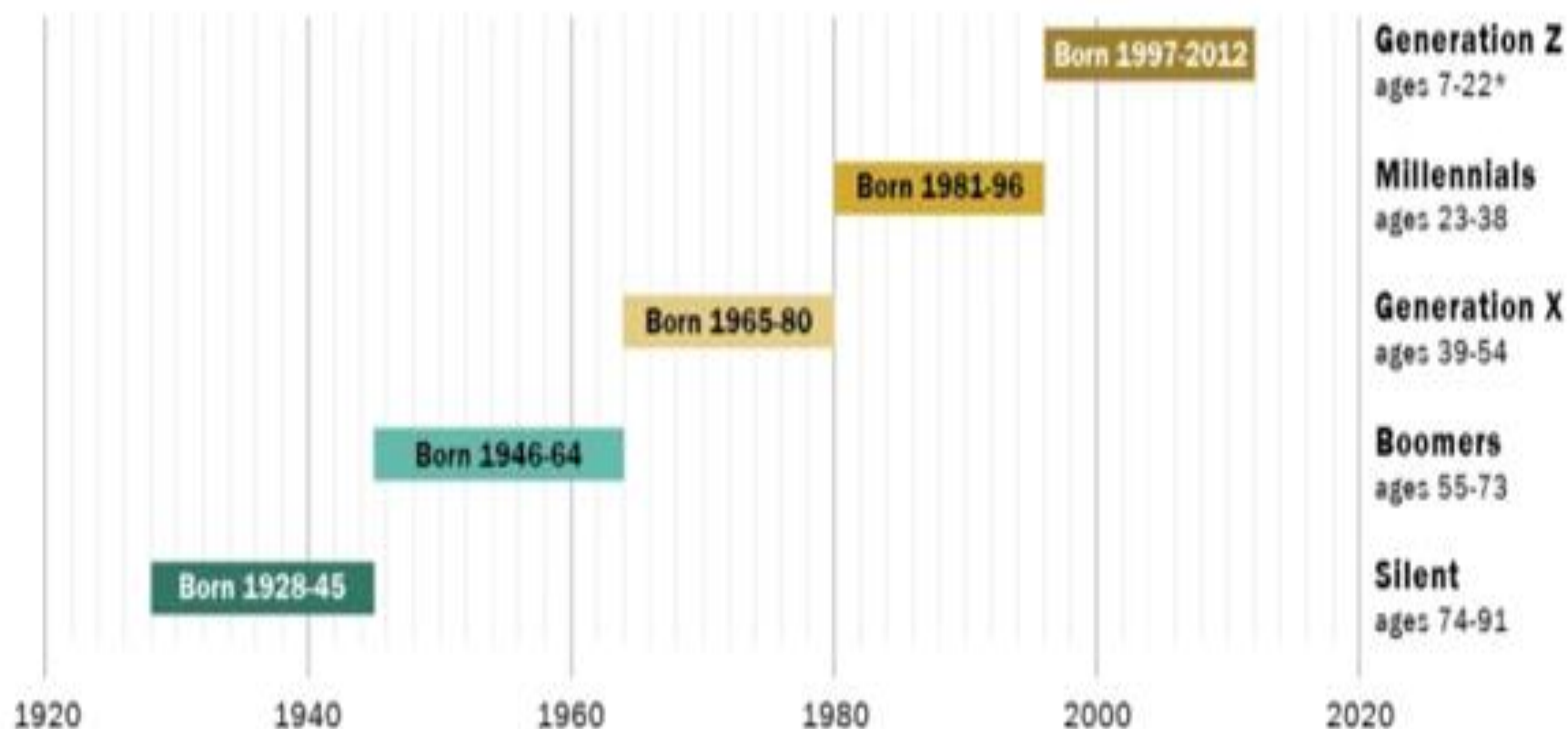
Presentation Agenda



millennials
+ boomers
on boards

The generations defined

GENERATION AGE
IN 2019



* No chronological endpoint has been set for this group. For this analysis, Generation Z is defined as those ages 7 to 22 in 2019.

PEW RESEARCH CENTER

Presentation Agenda



“When it comes to board positions, Millennials (or Gen Y) are often snubbed in favor of more experienced directors or overlooked entirely. However, they could be the key to creating the perfect balance in your boardroom.”

Skills Mix and competences of directors



- Relevance of the candidates' experience and knowledge to the enterprise, as well as managerial and leadership experience.
- Knowledge of the industry, Investee Company, and countries where the enterprise conducts its business.
- Record of diligence, integrity and willingness and ability to be independent and objective as well as to serve actively as a director.
- Ability to make the time commitment to serving on the board considering his/her regular duties and memberships of other boards.

Skills Mix and competences of directors

cont,



- Ability and willingness to act quickly in a crisis-in-general, more than three to four directorships could be burdensome.
- Limited insider relationship.
- Links with competitors.
- A track record of success in business with familiarity and experience with the role of a board member.
- Knowledge of relevant special issues such as environmental issues in the case of companies where such issues are of importance.

Matters Reserved For The Board



- Strategy and Management.
- Structure and capital.
- Financial reporting and controls.
- Risk Management and internal controls.
- Contracts.
- Communication.
- Board membership and other appointments.
- Remuneration.
- Delegation of Authority.
- Corporate governance matters.

Growth in importance of Strategic Management field.



- ✓ Increased expectation of customers for quality and variety of consumer goods and personal services.
- ✓ The rapid advances of micro electronics technology which has revolutionised many of the process by which goods and services are made available to customers.
- ✓ The increased ability of firms to compete with each other due to the benefits of new technology.
- ✓ The entry into the world market of new low cost manufacturing firms from the Asian countries (Asian tigers) which are successfully challenging the western established firms.

Growth in importance of Strategic Management field cont,



- ✓ The greater concern over the environment by firms leading to development of alternative production methods/materials.
- ✓ Greater emphasis on consumer rights e.g in terms of safety, product reliability and quality.
- ✓ The improvement in the world wide communication services leading to better and timely information needed for decision making.
- ✓ The greater interconnectedness of world people not only in their trading and commercial activities but social activities as well.

Familiar Faces in State corporations appointments



State corporation appointments cont,



Millennials.



Simon Sinix and millennials at work :



1. *Parenting.* i.e entitlement, lazy, tough to manage, role of parents and teachers in their achievements etc
 2. *Technology.* i.e addiction to facebook, Instagram etc leading to fake friendships, life imbalances, depression etc
 3. *Impatience.* i.e instant gratification.....Job satisfaction and human relations take time to build...
 4. *Environment.* i.e corporate environments not giving millennials an opportunity to build self-confidence.
- *Impact; suicide, missing social skills, lack of job satisfaction, drug abuse, lack of patience.*

Millennials and the boardroom



Why You Need Millennials in the Boardroom.



“Of course, it’s not hard to tally up a list of reasons why a young person would want to be on a board; the skills learned, a strong desire to make a difference, networking and career opportunities would be invaluable for a rising star in any industry. But what about the benefits for a board?”

Why You Need Millennials in the Boardroom.



1. Companies need young ideas and insight to stay relevant.
2. Millennials are masters of technology.
3. They bring unique ideas and different perspectives on business.
4. Companies gain perspectives of a generation that is redefining technology, consumer preferences, business strategy, business models and even business risk.

Why You Need Millennials in the Boardroom cont,



5. millennial perspective at the board level might be crucial in: the changing persona, views and expectations of the workforce.
6. To strengthen the pipeline of high-performing, up-and-coming employees and executives.
7. A greater variety of input, healthier debates, and insights and experience.
8. Millennials also provide invaluable insight, knowledge, and energy.
9. Millennials bring the benefits of engaging with this young, dynamic generation.

Conclusions.



1. A good boardroom needs to be aware of its own shortcomings and needs and being open to taking on directors who can help them to innovate and prosper.
2. That bringing Millennials into your boardroom doesn't come without risks. Boards need to do their homework and hire the right person for the role, not putting too much precedence on age.
3. A board to be solely run by Millennials wouldn't be recommended. The younger generations can learn from those older than them, and likewise, the older generations can enjoy the dynamism, energy and new skills that those younger ones bring to the boardroom.

The End