

## Overview

By 2025, millennials will represent seventy-five percent of the workforce and will be the largest generational cohort on the planet (The Deloitte Millennial Survey 2019: Findings from Ireland).

Furthermore, research suggests that there is a significant generational disconnect between millennials and their older colleagues in the workplace. Research suggests that there is a significant generational disconnect between millennials and their older colleagues in the workplace.

While this creates challenges for managers of millennials, it also has the potential to cause retention issues for organisations and businesses.

This programme will outline the needs of the millennials and explore approaches which managers and organisations can take to improve engagement with millennial workers.

## Who Should Attend

- Managers responsible for leading and motivating millennials or mixed generation teams.
- HR Professionals who want to understand the challenges of supporting a mixed generation workforce.

## Attendees will learn:

- An understanding of the needs and values of millennials
- How to better lead and engage the millennial workforce
- The environment that maximizes the potential of millennials.

# Managing Millennials & Multi-Generations

Course Code: 214 Duration: 1 Day (2 Half-Days Virtual)

## Content

### Introduction

- What are the 5 generations in the workplace today?
- Embracing different perspectives on the multi-generational workforce
- Challenging generational myths and bias

### Understanding Millennials

- Understanding the needs and values of all generations, especially Millennials
- Identifying & resolving common points of conflict
- Career progression and Work environments
- Work Life balance and Social responsibility
- Strengths of Millennials

### Leading, & Engaging Millennials

- Leading across the generations
- Leadership Styles to maximise potential
- Don't Manage, Coach
- Engage the Whole Person

### Your 21 Day Challenge

- Managers Checklist
- Action planning for engagement
- 1-2-1 follow up coaching conversation

### Includes Follow-Up Coaching

Each participant will receive a confidential 1-2-1 telephone coaching session from the programme leader to help identify any potential challenges and to review their action plans.