

ENGAGING MILLENNIALS EFFECTIVELY

Introduction

Call them strawberries, snowflakes, durians or the avocado generation. One thing that is for sure; their numbers are getting bigger and it is estimated that by 2030, they will form more than 50% of the workforce.

Managers struggle with engaging the multi-generational workforce, especially the millennials. Research is showing that they are disillusioned with traditional institutions, sceptical of businesses' motives and pessimistic about economic and social progress.

The key to working effectively with the millennials lies in understanding why they behave the way they do as a generation and learning what ticks with them. This workshop will help the participants to explore the different ways managers and organisation can adopt to create a more engaged and motivated multi-generational workforce.

Target Audience

Managers and leaders who would like to work more effectively with the different generations in a team, especially with the millennials

Duration

One day (7 hours)

Learning Objectives

By the end of the workshop, the participants will learn how to:

- Identify the needs and wants of the millennials at the workplace
- Leverage the strengths of the younger workforce to increase engagement
- Use appropriate communication and motivational strategies in a multi-generational team
- Adapt their leadership styles to engage the millennials

Programme Outline

- How did the millennials get here?
 - Message they grew up with
 - Impact of technology
 - Activity: Who's who?

- Who are they?
 - Motivations
 - Needs
 - Wants
 - Activity: Video clip

- Career Aspirations

- The L.E.A.D.E.R. Model of leading the Millennials
 - Communicating with Millennials
 - Motivating Millennials
 - Engaging Millennials

- Performance Management challenges
 - Coaching for performance
 - Activity: Will / Skill matrix exercise

- Effective Feedback Strategies
 - From correcting to learning
 - SBIO Approach

Training Methodology

A variety of learning methods will be employed during the workshop, some of which include:

- Group discussions
- Experiential activities
- Facilitator-led debriefs and sharing.
- Videos

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