

## Don't Tell Me Millennials are the Next Leaders!

**Y**es they are! In fact, many already are – let's call him Lorne – he is a Millennial Vice President of an IT firm. Every day he goes to work in his sneakers and his sweatshirt. He and his team of over 60 people have certain guide lines to follow – however, the crux of the situation is always “are we achieving the results we want?” This is the key to today's Millennials.

You may care about what time they arrive at work, the time they take on breaks, what they wear, what body adornments they have and a myriad of other things. Of course, achieving results is also important to you. However, to a Millennial leader the last statement is what is critical – all the rest is merely dressing.



So, let's talk about this Millennial generation. That's those people born approximately 1980 to 1995 who are presently in the workforce. The first thing to clear up is the fact money is not the biggest motivator for most of them. Lorne was making good money at a global market leader yet his work was done in the first 2 hours of the day. He left! The work was not challenging and he didn't feel he was contributing to the company's success. This is a word of caution!

Millennials want many things as they step into leadership roles. Consider:

- ◆ The most important thing most want is to be involved – to help make a difference in the world within your company
- ◆ A fair salary for a fair day's work – one has even turned down a significant raise
- ◆ To be promoted based on a matrix type formula rather than the hierarchy most of us are used to – they generally will not stay in an organization that promotes people because of seniority
- ◆ They want to challenge you and everyone else so better ideas can come forward – ultimately, they want to be “valued” for their creative look at things
- ◆ They want ownership of their tasks – so give them small goals with tight deadlines so they can feel successful
- ◆ They want training – to be prepared for taking over new roles when they are promoted

Millennials are the largest number of individuals since the Baby Boomers came along. Thus, there are more jobs than people, many Boomers are retiring so you will be working alongside these leaders. They have so much to offer – their ability to multi-task and keep it all in their heads, a phenomenal ability with technology (remember, they were born into it while you and I have had to learn it) and most of all, a desire to help you take your company forward.

Give them a chance – it's as simple as learning how to work with them. If you don't you are at peril! Like all generations there is the great, the good, the not so good and the terrible. Take the great and the good and make them even better than they are today and you will be amazed at what you will see. Your organization can flourish if you only allow it to – look to the Millennials, you'll be glad you made the effort.

## Sherry's Corner



Recently, a Traditionalist friend and I were chatting. He indicated how he felt out of the loop. Although he had over 50 years in high level business his age seemed to cause others to look over, around and through him instead of at him. His white hair could be the first sign of being one of those born before 1946.

What a shame. He has so much wisdom to offer as does anyone who has been in the business world. Ageism is never a reason to overlook anyone. Whether a young child waiting at the ice-cream counter and experiencing adults being served first, a person covered head to foot in tattoos – read Millennial or Generation Z, or a senior, we all have something to learn from each other.

Have you experienced age discrimination? If so, please share your story with me – email me at [sherry@dimension11.com](mailto:sherry@dimension11.com). It should never happen, I know, yet it seems to happen all too often.

### QUOTE

*“Leadership is not about the next election, it's about the next generation.”*

*Simon Sinek*

*Sherry Knight is President & CEO of Dimension 11 Ltd. Listen to Sherry every Wednesday, noon on CJTR 91.3FM (cjtr.ca). To receive Knight Views in your inbox, send an email to [subscribe@dimension11.com](mailto:subscribe@dimension11.com). Comments and suggestions welcome. Sherry's on Twitter! Follow at: [www.twitter.com/SherryKnightD11](http://www.twitter.com/SherryKnightD11)*