

NOT EVERYONE GETS A TROPHY: HOW TO BRING OUT THE BEST IN TODAY'S YOUNG TALENT



What are managers saying about new young employees today?

"Their expectations are unrealistic."

"They lack good work habits."

"They don't want to pay their dues and climb the ladder."

"It's very hard to give them negative feedback without crushing their morale."

"They think everybody is going to get a trophy in the real world, just like they did growing up."



The reality? **Millennials and Gen Z employees are not disloyal, lazy slackers.**

They do not want leaders who humor them or give credit where it isn't due.

Quite the opposite! Today's young talent (at least those worth hiring) want managers who take them seriously, set them up for success, and recognize their best efforts. They want leaders who set clear expectations and provide support and guidance when needed.

The truth is that these young employees are the future of work – and your organization! They will be your next leaders and eventually calling the shots themselves. Why wouldn't you want to provide them with the guidance, direction, and support that they need from more experienced colleagues?

Bruce Tulgan busts the myths and gets to the reality of what Millennials and Generation Z truly want and need in the workplace. Equip the leaders in your organization with the powerful insight of RainmakerThinking's ongoing Generational Shift research and watch your young talent succeed.

PARTICIPANTS WILL LEARN:



- Understand the attitudes and behaviors of young employees, beyond the popular myths
- Attract and select the best young employees when recruiting
- Get new young employees on board and up to speed
- Help young employees learn and grow in their jobs
- Help young employees work smarter, faster, and better
- Teach young employees to understand where they fit in the organization
- Reduce turnover among high-performing young employees and increase voluntary turnover among low-performing young employees
- Prepare the best young employees to assume management responsibilities

TECHNIQUES AND BEST PRACTICES FOR:



- Communicating the right messages during the onboarding process
- Turning every young employee into a knowledge worker
- Utilizing an 'in loco parentis' approach to management
- Teaching young employees how to genuinely care about great customer service
- Teaching young employees the basics of self-management
- Teaching young employees the basics of the manager-employee relationship, and how to effectively communicate and work together for everyone's success