



Three Ways To Develop Your Millennial Employees' Leadership Skills

By 2025, millennials are expected to [make up 75 percent of the workforce](#) in America. In fact, they are already the largest generation in the U.S. labor force. The generation born between 1980 and 2000 is rapidly reshaping the workplace and its norms. More importantly, they are reshaping the way we manage. They are the most connected generation of our time, and their networking abilities can either be a great asset to you, or lead them straight out of the workplace if their needs are not satisfied.

Millennials are constantly seeking engagement and self-development, particularly from their leadership. Seventy one percent of millennials are likely to leave their current organization in two years if they are dissatisfied with the way their leadership skills are being developed. With the generation quickly transforming the landscape of the workplace, it is highly likely that they are a significant part of your labor force now. Organizations must continue to satisfy and engage their attention, as well as develop their leadership skills as they prepare to lead our organizations.

What can organizations do to engage and develop millennial leadership?

1. Invest in Experiences

The millennial generation is forward thinking, and their learning does not have to be centered around a traditional classroom. They crave constant feedback and actual practice in the workplace. Typical classroom leadership training schemes may not work for them. Instead, this generation is more suited to an on the job learning program. Organizing a mentoring program for young employees within your organization is a good option.

Keep this in mind when developing your training program. Workforce management software can help managers gain valuable insights into the workforce, especially in the case of larger organizations, according to [Advance Systems Inc.](#) Be mindful of the technology aspect. Millennials have grown up with computers and social networks as a norm. Technology is essential to them and ingrained in the way they work. Because of this, programs with an [online learning component or professional development module](#) is likely to have more success. For millennials, techniques such as micro learning can yield great results.

2. Break the Mold

Rigid structures and established practices may not work with some of your millennials. When considering ways of engaging and retaining younger workers, do not make the mistake of thinking one process is suitable or acceptable for everyone. What may be considered acceptable to the younger generation may not appeal to the older end of the spectrum. The best way to take advantage of this is to embrace their personalization and provide opportunities and paths to appeal to both. Leaders can do this by having frequent conversations with their teams, and asking what works best for them.

Some employees learn best by [on the job shadowing of their managers](#), while other employees may choose to turn to TED talks and online leadership videos and seminars as they prepare for this leadership roles. All of these options are valid routes to develop good leadership skills, and it is important that current leaders understand and embrace different learning. By providing options, you allow employees the freedom to combine a mix of experiences and learning that works best for them.

3. Encourage Their Brand

Building a personal brand is important to the generation that grew up in the social media era. Their need to stand out from the crowd is strong. Capitalize on this energy by encouraging brand building exercises. For some it may mean going on to graduate school and getting a specialized diploma to qualify as a respected professional in their field. For others, it may come in the form of being selected for high profile projects.

For millennials, leadership development is vital throughout the entire organization, not just for those higher up the corporate ladder. Employing services that offer personalized career or development plans for employees is a great way to help them achieve professional goals. By enabling their personal brand building efforts, you are not only improving employee satisfaction but also offering opportunities for them to see themselves as part of the organization and align with its vision and goals. Being valued is paramount.

Create events that encourage employees to interact and learn from each other. Seek to create a stimulating and progressive workplace, and you will create an effective leadership team that gives millennial employees what they need to lead.

I'd love to hear what you think about this article. Please post your comment [here](#).

***** Please share this article! *****



We are being booked for conferences and events for 2018 and beyond! Let's make sure you get the date you want. Call 719-357-7360 or email Mary@ProductiveLeaders.com!

We don't assume, so here is a brief list of what we do:

1. **Motivational leadership keynote and breakout speaking for conferences, conventions, banquets, and events**
2. **Economic updates and leadership programs, particularly for the real estate, insurance, medical, and financial sectors**
3. **Executive coaching to improve strategy, business processes, and profits**
4. **Strategic business planning retreats**

Call me 719-357-7360 or email Mary@ProductiveLeaders.com.

Do you know anyone planning a conference who needs a motivational economist leadership speaker, or a business that needs a push forward? Please [contact me](#). I sincerely appreciate your referrals!

Mary C. Kelly



Would you like to use any of Mary's articles in your newsletter or website?
Please include this byline: With over twenty years of leadership experience and a diverse background leading teams in the U.S. and abroad, Dr. Mary Kelly makes leadership a reality for all levels of an organization. Register for free newsletters at ProductiveLeaders.com



ProductiveLeaders.com | Mary@ProductiveLeaders.com | 719-357-7360