DON’T LET THE GRAY HAIR FOOL YOU, I’M A MILLENNIAL!
• Implement secrets to **RECRUITING** a MGW
• Employ strategies for **RETAINING** a MGW
• Apply tools for **MANAGING** a MGW
Have I become a Millennial?
OR HAVE “MILLENNIALS” BEEN AROUND FOREVER?
Let’s play the MILLENNIAL GAME
THE “SILENT GENERATION?”

Narcissist | Lazy
Civically and politically disengaged
Interested more in self, fame, money

BABY BOOMERS?
GEN X?

Still lives with parents

Difficulty maintaining a job

Refusing to grow up
HAVE “MILLENNIALS” EXISTED THROUGHOUT MY LIFE?
STOP
AND THINK
I LOVE ME
HR PRACTICE IMPLICATIONS

- Artificial Intelligence/Machine Learning Is the Future
- **Talent Acquisition Is Most Important HR Function**
- I&D Is Here to Stay
- We Will Experience Maniacal Focus on Culture

Johnny C. Taylor, CEO SHRM
The Workforce in 2030

Projected size of U.S. labor force (in millions) by age, for the year 2030

- **Generation Z**
- **Millennials**
- **Generation X**
- **Boomers**

<table>
<thead>
<tr>
<th>Age Range</th>
<th>Generation Z</th>
<th>Millennials</th>
<th>Generation X</th>
<th>Boomers</th>
</tr>
</thead>
<tbody>
<tr>
<td>16-19</td>
<td>4.9</td>
<td>15.2</td>
<td>18.8</td>
<td>18.5</td>
</tr>
<tr>
<td>20-24</td>
<td>15.2</td>
<td>18.8</td>
<td>18.5</td>
<td>19.6</td>
</tr>
<tr>
<td>25-29</td>
<td>18.8</td>
<td>19.6</td>
<td>19.2</td>
<td>18.6</td>
</tr>
<tr>
<td>30-34</td>
<td>18.5</td>
<td>18.6</td>
<td>16.5</td>
<td>15.1</td>
</tr>
<tr>
<td>35-39</td>
<td>19.6</td>
<td>15.1</td>
<td>12.0</td>
<td>7.6</td>
</tr>
<tr>
<td>40-44</td>
<td>19.2</td>
<td>-</td>
<td>4.2</td>
<td>4.2</td>
</tr>
<tr>
<td>45-49</td>
<td>18.6</td>
<td>-</td>
<td>-</td>
<td>2.4</td>
</tr>
<tr>
<td>50-54</td>
<td>16.5</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>55-59</td>
<td>15.1</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>60-64</td>
<td>12.0</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>65-69</td>
<td>7.6</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>70-74</td>
<td>4.2</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>75-79</td>
<td>2.4</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>80+</td>
<td>0.9</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Source: Department of Labor  |  WSJ.com
RECRUITING “SECRETS”
BRANDING

VALUES

MISSION

VISION

Social Media Icons: YouTube, Twitter, Facebook, LinkedIn, Google+
INTERVIEWING FOR SOFT SKILLS

CRITICAL THINKING (EQ)

TEAMWORK

GLOBAL MINDSET
Full transparency about pay: is it right for you?

THOUGHTS?
<table>
<thead>
<tr>
<th>PROS</th>
<th>CONS</th>
</tr>
</thead>
</table>

**Pros**

**Cons**
STUDENT LOAN DEBT
CSR

Corporate Social Responsibility
RETENTION

MANAGING
What's happening? Is it fair? Is it worth it?
WHAT INSTILLS LOYALTY?

PROFIT

WHY ARE WE HERE?
TRUST
supportive, caring, collaborative, respectful, positive, understanding, helpful, flexible, transparent, accessible, balanced, encouraging, inclusive, patient, cooperative, committed, fun, humoured, school spirit, dependable, risk-taking, playfulness, humility, clean driven, happy, team players, pride, inspired, community, warm, trust, involvement, sharing, participatory, giving, philosophy, confidence building, happy people.
It really is THIS simple...

- Leadership Opportunities and Mentoring
- Professional Development and Mentoring
- Additional Training or Exit
Mindfulness

- Beginners Mind
- Non-Judgment
- Letting Go
- Patience
- Trust
- Acceptance
- Non-Striving
• **EMAIL:** tom@trainingperfected.com

• **WEBSITE:** www.trainingperfected.com