Managing Millennials

Rick Rhodes
Jan Nyrop

NERA

Why is this important?

- Issue of diversity and inclusion
- We're aging but hanging on (60% of faculty will work beyond 70)
- Generational gap
  - New students
  - New staff
  - New faculty

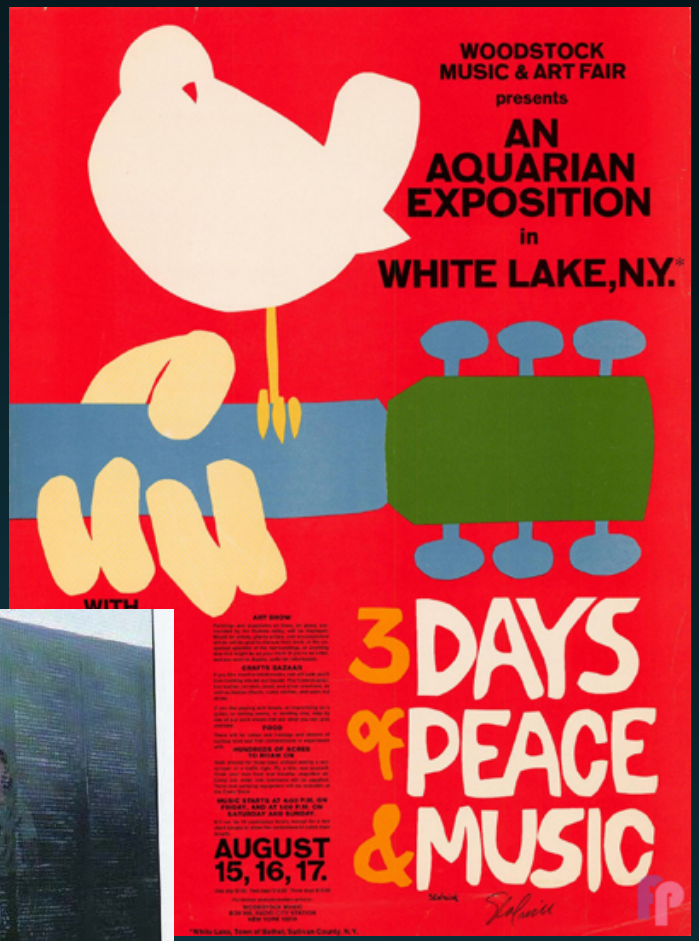
Resources

- Websites
- Blogs
- Articles
- You Tube videos
- Books (e.g., Bruce Tulgan's *Not Everyone Gets a Trophy)*

Who are most of us?

- Boomers (1946 – 1964)
- Work centric
- Independent
- Self expression/self actualization
- Goal-oriented
- Competitive

EVERETT COLLECTION/REX USA


WOODSTOCK
MUSIC & ART FAIR
presents
AN
AQUARIAN
EXPOSITION
in
WHITE LAKE,N.Y.
3 DAYS
of PEACE
& MUSIC
AUGUST
15, 16, 17.

Millennials?

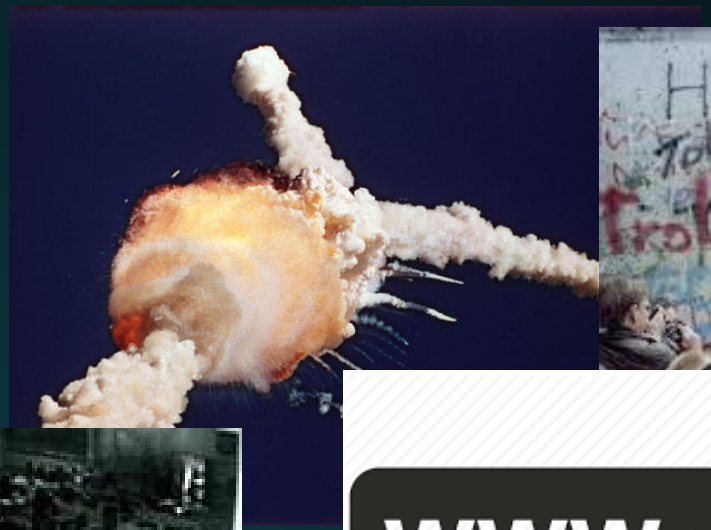
- Two waves
- Generation Y (1978 – 1989)
- Generation Z (1990 – 2000)

Who are the Millennials?

- High self-esteem
- Everybody got a trophy, kindergarten graduation ceremony
- Helicopter parented (they really like their parents)
- Open minded, multi-cultural, difference is cool
- Resilient
- Digital natives, multi-taskers, impatient
- Require supervision and structure

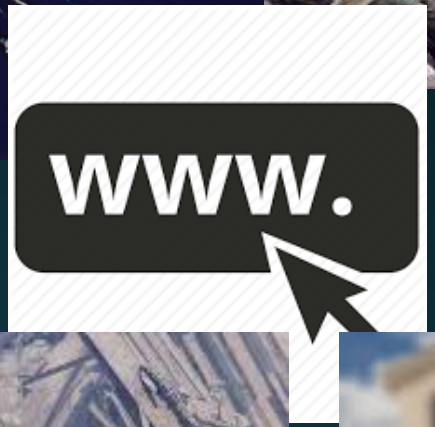
What shaped the Millennial world?

- Globalization
- Technology, social media
- Information firehose
- Death of job security
- Accelerating everything
- Increasing human diversity



Hilf
atlos-Hoffn

11:57:20 83 AM 04/20/


www.

MANDELA FOR PRESIDENT
MANDELA FOR PRESIDENT
MANDELA FOR PRESIDENT

FORECLOSURE
HOUSE FOR SALE

What does this mean for us?

- Get them up to speed quickly
- In loco parentis management, strong hand
- Context, what is their fit
- Care about great service
- Teach how to manage and to be managed
- Build the next generation of leaders: guide, direct, support

Scenarios