

# Understanding and Managing the Fickle Group Called “Millennials”



# The statistics...

**50%** current workforce are composed of millennials, and is predicted to go up to 75% by 2030

**2 out of 3**

will leave their current company in 4 years or less

Only **64%** of the millennials are engaged in the current roles



# Who are the “Millennials”?

- Born between 1980 or months before mid 1990s or early 2000s
- Severely impacted by recession & period of economic instability
- Comfortable in their usage of digital technologies & social media



# 10 Millennial Characteristics

Understanding their needs and their  
drivers



# 1. “ME” generation



# 2. Attention. Recognition.



**3. Wide  
connection.  
Superficial  
relationships.**



# 4. Collaborative





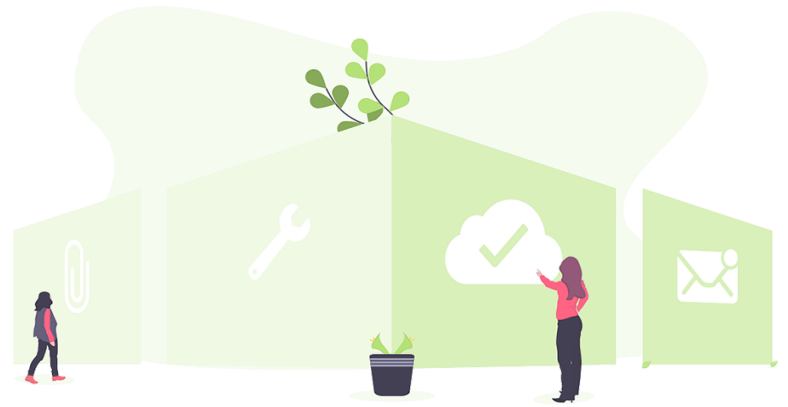
# 5. Entitlement. Equality. Diversity.



# 6. Fulfillment.



**7. It's not  
about  
money... for  
now.**



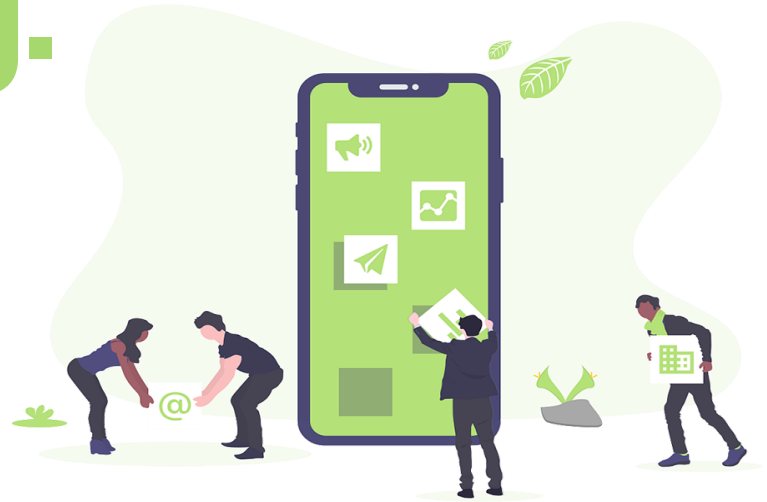
# 8. Outcome vs Time



# 9. Curious. Instant Gratification.



# 10. Multi-tasking.



# How to keep millennials engaged?

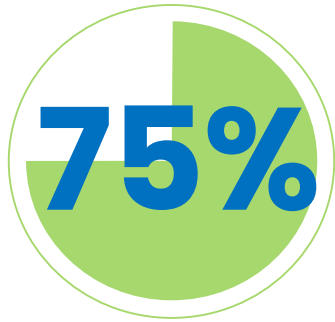


# According to Deloitte 2016 Millennial Survey, the following are most important for millennials (excluding salary)

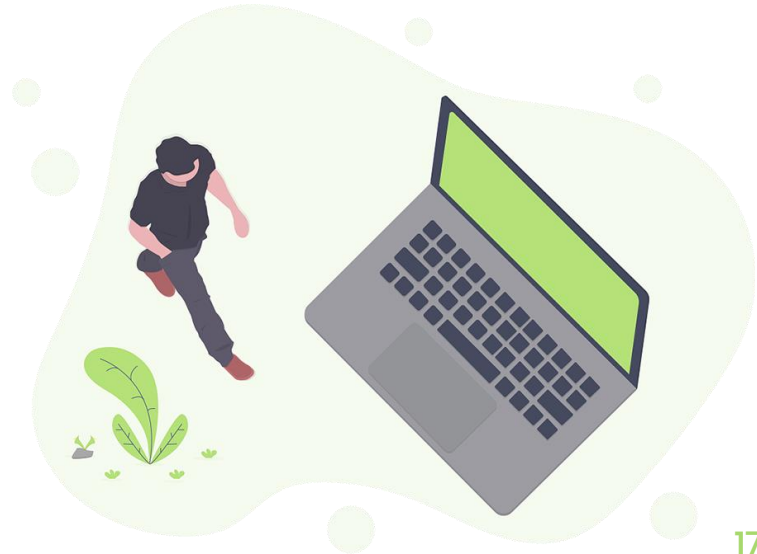




# 1. “Perfect” working environment

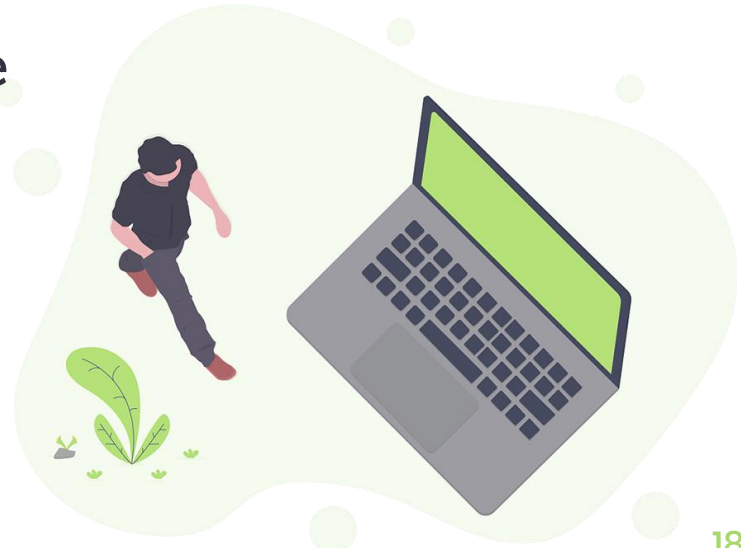


would like to work from home or other locations where they feel more productive



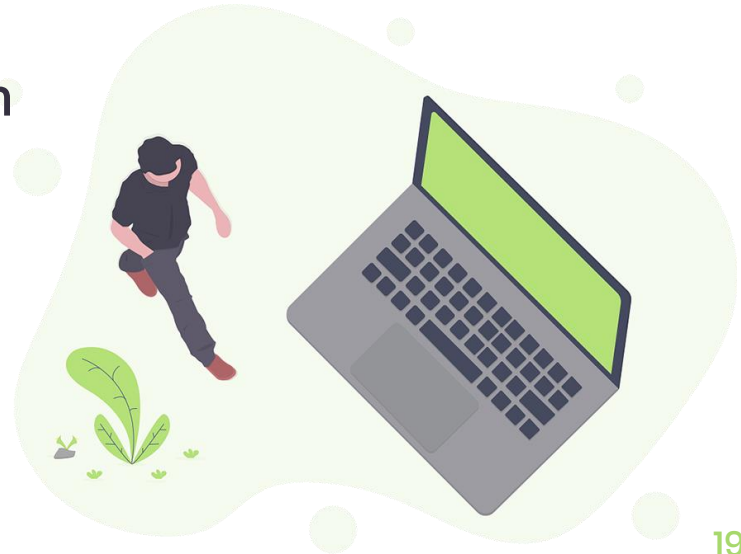
# 2. Training, guidance & development

Among those with mentors, **83%** are satisfied with their work.



# 3. Meaning & purpose

**88%** of employees who have been in the company for more than 5 years have strong sense of purpose.



# Thanks!

## Any questions?

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