

HOW TO START DEVELOPING YOUR

• NEXT GENERATION OF LEADERS •

The influx of millennials entering the workforce is yesterday's news. Millennials are no longer the new kids on the block, as Gen Z begins making its appearance in today's workplaces.

As generations shift upwards in their careers, it's time to teach the millennials how to be leaders and mentors for the incoming generation.

Here are a few things to know about this next generation of leaders.

• THE MILLENNIAL LEADER •



Contrary to popular belief, millennials are not all job-hoppers. A recent Capital Group survey found that **only 30% of millennials** have held three or more jobs in the past five years.



Millennial leaders are idealistic. They value ideas and want to provide an environment where anyone's ideas can be heard and nurtured.

To unlock the potential of this generation, you need a strategic plan to develop your high-potential employees.

• START WITH THE END GOAL •

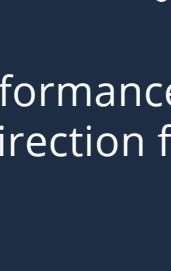
For each employee you develop, determine an end goal – what business goal are you trying to meet, and what challenge are you attempting to overcome?

Some common answers to this question are **poor existing leadership, low productivity, sales growth, and being proactive with succession planning.**

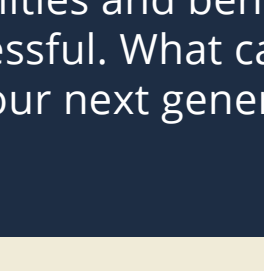
• MEASURING DEVELOPMENT •



Decide how you'll be measuring the ROI of your leadership development endeavor.

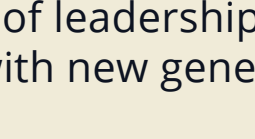


Identify specific key performance indicators that will give you a sense of direction for your program.



Next, identify what qualities and behaviors make your existing leadership team successful. What can you do to teach those behaviors to your next generation of leaders?

• MENTORS, MEET MILLENNIALS •



Mentorship is a staple of leadership development, and that doesn't change with new generations of leaders.

One-on-one coaching, combined with other learning methods, is a powerful way to turn any employee into a leader.

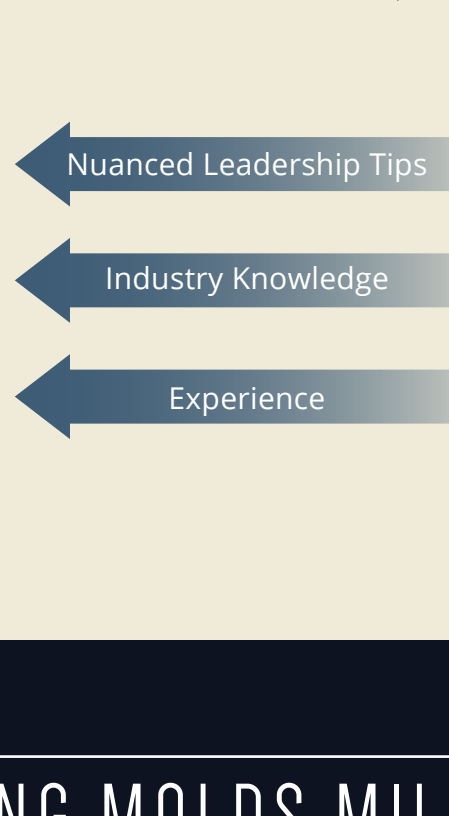
Mentorship allows experienced leaders to:

Share the nuances behind their successes with younger leaders

Transfer valuable industry and company knowledge

Help younger leaders work through difficult decisions

Serve as a role model

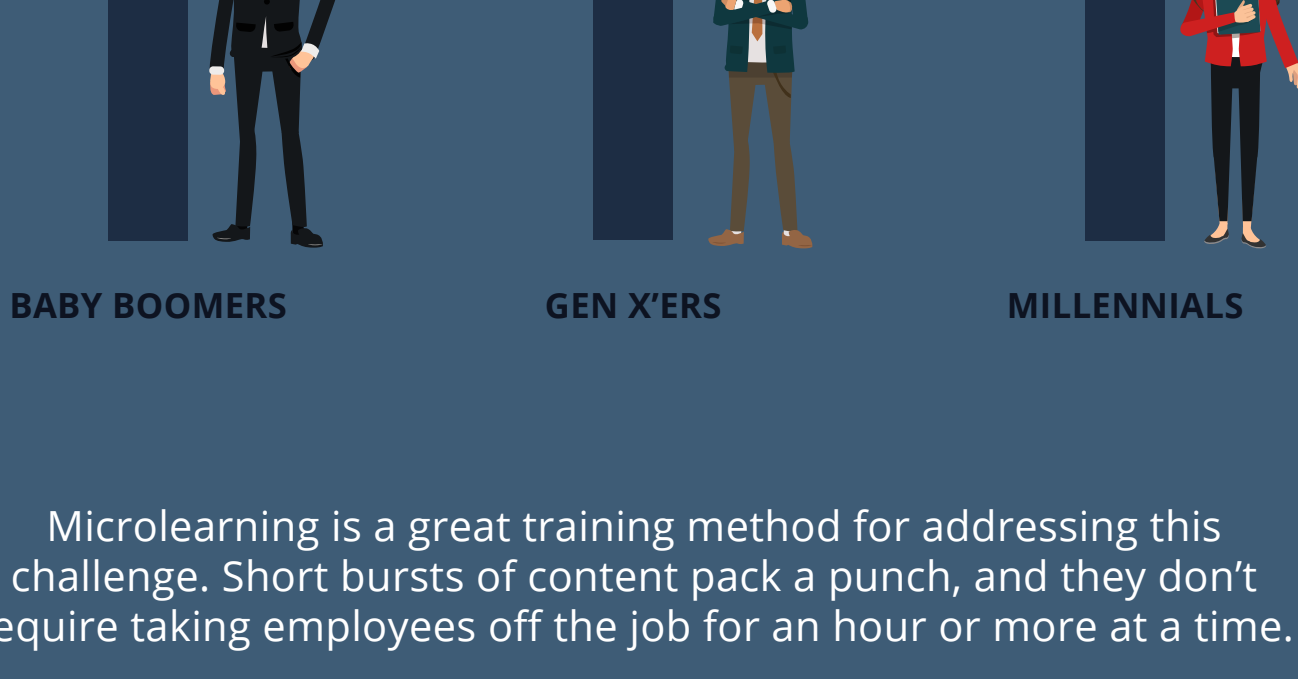


• MICROLEARNING MOLDS MILLENNIAL MINDS •

Here's a paradoxical challenge with developing millennials: they experience more distractions from getting work done than previous generations, but they also want more training and development opportunities.

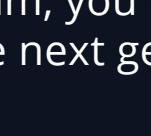
Check out this telling generational breakdown, via Gallup:

HOW MANY EMPLOYEES SAY OPPORTUNITIES TO LEARN AND GROW AT WORK ARE EXTREMELY IMPORTANT?



Microlearning is a great training method for addressing this challenge. Short bursts of content pack a punch, and they don't require taking employees off the job for an hour or more at a time.

• DEVELOP YOUR CUSTOM PLAN •



After developing goals for new leaders, determining what success will look like, and facilitating mentorships, it's time to create your full development plan, customized to the skill gaps and unique leadership needs you'd like to cover.

With a strong training program, you can successfully prepare your organization for the next generation of leaders.

• RECOMMENDED RESOURCES •



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