

# THE EXTRA POINT

BY JERRY ROBERTS



## # 145 10 Ways to Help the Millennial Manager

One of the major topics among folks who observe the workplace is the issue of Millennials, those workers born between 1981 and 1996, now aged 22 to 37. A lot of those people are now among the ranks of managers. I'm Jerry Roberts and let's talk about some ways to help the Millennial manager, today, on The Extra Point.

Okay, Millennial managers. How can we help them to do better in their supervisory role?

1. Show them the big picture. All millennials like to see how all the pieces fit together, as well as where the organization is heading. This is the generation that, more than any other, gets value out of being a part of something larger than themselves. Tell them why what you're doing matters.

2. Make sure they clearly understand how their job impacts the bottom line. This takes that big picture and narrows it down. This is personal, how THEY impact the bottom line.

3. Tell them your company story. How did you get started? Talk about the organization's humble beginnings, the achievements through the years, your expansions, etc. This adds value.

4. Show how your organization benefits the community. If you've been active in civic projects over the years, highlight that and offer them the opportunity to be part of those efforts in the future. I think it's important to actually make this offer, as some people are not aggressive, especially early in their career.

5. Talk to them about work-life balance. Millennials generally don't want the lives their parents or grandparents have had. They value time off more than previous generations. Talk openly that you support this, though there may be times that projects and deadlines

could bump up against that balance. Discuss your expectations and encourage their feedback. Most Millennials are okay with putting in extra time to complete work as long as the whole concept doesn't seem like it's been shoved down their throat.

6. Introduce them to everyone their work will impact and vice-versa, as quickly as possible. This starts to build their organizational networking.

7. Clearly explain that meeting all requirements of a job description is only part of the job of a manager. This may be a surprise for someone who has never been in a supervisory role.

8. Introduce your millennial manager to the concept of having a mentor or coach. These are two very different roles and both can make a big difference in the growth of the supervisor, who will likely need more help than the idea of just "picking things up as we go." If you're the general manager, CEO, or business owner, you should be a part of this. It's a great feeling when you can pass along your hard-earned knowledge to someone, thereby shortening their learning curve.

9. Make sure their new best friend is your HR manager.

10. Buckle up, and try to remember how you felt when you first became a manager. That will help both of you.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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