



## *Working with Generation Y....Your New Employee*

By: Bruce Lee

### **Short Description of the Presentation:**

Generation Y is your new employee. These people were born between 1981 and 1989 and they currently make up 20% of the workforce...but its growing. Yes, they are different from past generations so it is critical to know what matters to them and what motivates them.

### **Key Points:**

Every employee is different but each is also part of a unique generation that has its own value system, work ethic and expectations. This presentation will help you better understand the employees you are currently hiring, and will be hiring, for many years to come. If you are going to hire, train and retain these employees you need to know where they are coming from.

### **Demographics, expectations and value systems of different generations**

- Traditionalist – Pre 1945
- Baby Boomer – 1946 to 1964 (workaholics)
- Generation X – 1965 to 1980
- Generation Y – 1981 to 1999

### **How to engage and develop generation Y employees**

- Their future is bigger than your past!
- Need to have skill assessments to know what they are good at
- Have individual development plan
- Ask their opinion often
- Need to get to know them

### **How to motivate and inspire and retain these employees through SAM**

- S – Set high expectations for them
- A – Appreciation (they leave for lack of appreciation and recognition for what they do)
- M – Making a difference. This generation wants to make a difference

### **How to support them**

- Provide tools and training
- Create proper culture
- Be their champion