



Maximizing Millennials' Potential in the Workplace

Go beyond traditional management practices and processes to turn Millennial potential into performance.



Preview and Register Online.



Meet The Next Talent Challenge: Managing Millennials

The new generation known as “millennials” currently makes up approximately 25% of the workforce, and is estimated to rise to 50% by 2020. They are often managed through a lens of stereotypes such as “entitled, lazy and disloyal,” and are finding it difficult to remain employed. Hiring millennials properly now, and providing the best orientation, training and coaching will address the apparent disconnect in workplace values, and maintain your organization’s leadership capacity.

This program, the first of its kind in Canada, was developed after extensive research into the best practices of organizations that are achieving outstanding performance from a younger generation of employee.

The Best Part:

You will learn the “secrets” that will enable managers to partner with rather than “manage” this interesting and challenging generation.

ENROL TODAY TO EARN YOUR CERTIFICATE **3** WAYS TO REGISTER SEE OVER

Review complete program content inside

Maximizing Millennials' Potential in the Workplace

What You Will Learn

1. The differing needs of successive generations of employees
2. The research on millennials
3. The dangers of typecasting
4. Best practices of today's most successful organizations
5. How to engage millennials and improve accountability
6. The secrets of effective coaching
7. How to hire millennials who will stay
8. Best techniques to ensure high performance
9. How to create meaning for millennials

This fast-paced program will help you build the leadership capacity of your organization to replace the significant percentage of baby boomers that will be leaving the workplace in the next decade. You will learn the strategies, skills, tools and best practices required to effectively achieve the three critical "S's" of Millennial maximization, namely having recruits who:

- Stay longer,
- Strive higher, and
- Say good things about their employer.

Learn the secrets to reaching this challenging generation

Who Should Attend

- Middle and front line managers who are managing an increasing number of younger employees whose values seem out of sync with traditional management practices and processes.
- Human resource managers who need to advise front-line managers on how best to manage a generation who don't easily "fit" into traditional hierarchies.

Course Learning Methodology

The workshop will incorporate state-of-the-art adult learning techniques that enable participants to learn in a participative environment. Attendees will be exposed to best practices of organizations dealing effectively with millennials, and be given time to plan how these approaches would work for them. They will engage in hands-on exercises, case discussions and simulations that are customized to fit the reality of their working world.



Successfully Manage the Next Generation of Employee...

Program Content

Introduction

- The future of work
- The changing nature of the workforce
- The purpose of organizations
- Millennial expectations and organizational disconnects
- Description of the generations
- The dangers of typecasting
- Reducing confusion: Comparing baby boomers, gen X, gen Y and millennials
- Differences: More rhetorical than substantive?

What Makes Millennials Tick

- Most typical millennial values
- The importance of meaning
- Do slogans, missions and visions work?
- The importance of the why
- Translating the mission, vision and values into meaningful practices

Added Bonus

Included with registration, participants will receive a copy of Cy Charney's book, *Instant Leadership*

New Hiring Practices

- Assessing each employees need for self-direction
- The importance of an orientation
- Providing a buddy and a mentor
- Creating realistic expectations
- Dealing with a sense of entitlement
- Job hopping: the reality and how to mitigate the cost

Best Motivational Approaches

- The biology of motivating millennials
- How to spur happiness hormones
- Google, Facebook, Twitter and Go-Pro: Lesson learned
- Creating flexibility without losing control
- The importance of an open door policy
- Knowing how and when to give millennials "freedom"
- Building accountability into goal attainment
- Creating boundaries that allow millennials to "stretch" responsibly
- The power of mistakes
- Training and learning: best approaches
- Career planning: knowing your part of the partnership

Best Management Practices

- Hiring for success
- How to spot and avoid the narcissist
- What to look for in a team player
- Best onboarding practices
- Value of a self-directed team
- Building ownership through strategic engagement

Training Millennials

- The importance of a roadmap
- Explaining the "fit" into the bigger picture
- Adding a digital component
- The role of coaching
- Providing feedback and encouragement

Coaching Millennials

- The downside of annual appraisals
- Making appraisals meaningful
- Creating motivating relationships
- Three styles of coaching: When to use each
- The importance of humility
- When and how to instruct and when and how to engage
- An effective feedback strategy
- The difference between patronizing and praise

Core Take-Away

Participants will get the confidence and tools to create productive and meaningful relationships, that respond to the unique needs of millennials.

Facilitator Profiles

Cy Charney, BA, MBL, P. Admin

Cy is one of Canada's leading management educators and consultants in organizational performance and leadership. He has instructed thousands of managers internationally on how to improve employee morale, quality and productivity levels. Cy is President of Charney & Associates Inc. and has authored nine best-selling management books. He has also created a unique peer learning system adopted by organizations world-wide. Cy is the founder of The Leadership Institute (.ca), a virtual organization providing learning systems to develop a new generation of leaders.

In-Company Training

This and all SEEC programs can be delivered on-site or customized for your group's needs. For all custom program enquiries please e-mail customseecprograms@schulich.yorku.ca or telephone 416.360.8850.

Maximizing Millennials' Potential in the Workplace

November 10 - 11, 2016

Executive Learning Centre

May 15 - 16, 2017

Nadal Management Centre

Ways to Register

Online

seec.schulich.yorku.ca

Fax

Download a registration form at seec.schulich.yorku.ca and fax to **416.736.5689**

Mail

Download a registration form at seec.schulich.yorku.ca and mail to the address under Payment Options at right

Course Tuition & Registration Details

Program Tuition: \$2,045 + applicable taxes. This includes instruction, all seminar materials, lunches, refreshments, but not hotel accommodations.

Special Team Savings: Save \$150 each when two or more team members from the same organization register for this program at the same time.

Please Note: Fees, dates, speakers and applicable taxes are subject to change. York's liability is limited to reimbursement of paid tuition fees. One free transfer is permitted, provided written notice is received at least 15 days in advance of the seminar start date. Late transfer requests, less than 15 days in advance of the start date, will incur a \$100 fee. Additional transfers are \$200 each. Cancellations received in writing at least 15 days in advance of the seminar start date will receive a full refund. Written cancellations received less than 15 days prior to the seminar will be subject to a \$500 administration fee. Participants must attend all program days and fulfill all program requirements in order to receive a certificate. HST# R119306736.

Program Locations

Your course will take place at the following SEEC facility from **9:00 a.m. to 4:30 p.m.** each day:

November 10 - 11, 2016 session

Schulich Executive Learning Centre, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3
Tel: 416.736.5079

May 15 - 16, 2017 session

The Miles S. Nadal Management Centre, 222 Bay St., 5th Floor, Ernst & Young Tower, Toronto, Ontario M5K 1K2
Tel: 416.360.8850

Payment Options

SEEC accepts Visa, MasterCard, American Express and cheques.

If paying by mail, registration forms can be sent to:

Schulich Executive Education Centre, The Executive Learning Centre, Schulich School of Business, York University, 4700 Keele Street, Toronto, ON M3J 1P3

Please make cheques payable to: York University – Schulich Executive Education Centre

Optional Accommodations

For sessions at the Schulich Executive Learning Centre, join us at **The Executive Learning Centre Hotel.** Participants attending this program receive a **special discounted price of \$89/night with the promotion code SEEC17.** Call 416.650.8300 for information and reservations, or book at elc.schulich.yorku.ca.

For sessions held at The Miles S. Nadal Management Centre, please consider staying at the **Fairmont Royal York Hotel.** Call 416.368.2511 and quote promotion code "NCAU" for the "York University CAUBO" special corporate rate.

Contact Us

Call us at 416.736.5079 (1.800.667.9380 toll free), or email execedinfo@schulich.yorku.ca.

Experience The Schulich Executive Learning Difference...



World class faculty and instructors



State-of-the-art learning facilities



Comprehensive take-home materials



Includes a handsomely framed Certificate of Course Completion. This and all SEEC open enrolment programs allow you to:

- Rapidly update your education to an executive level in areas key to your success
- Link theory to practice with a hands-on, action-based learning curriculum
- Enjoy immediate ROI through application of your learning right away
- Share experiences and knowledge with other professionals in limited-size classes
- Leverage the expertise and insight of industry savvy, real-world instructors
- Network among graduating colleagues to develop lasting business friendships



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