

7 Tips for Managing Millennials

1. Provide structure. Reports have monthly due dates. Jobs have fairly regular hours. Certain activities are scheduled every day. Meetings have agendas and minutes. Goals are clearly stated and progress is assessed. Define assignments and success factors. Millennials don't need to be boxed in but they do need banks on their pond.
2. Provide leadership and guidance. Millennials want to look up to you, learn from you, and receive daily feedback from you. They want in on the whole picture and to know the scoop. Plan to spend a lot of time teaching and coaching and be aware of this commitment to millennials when you hire them. They deserve and want your very best investment of time in their success.
3. Listen to the millennial employee. Your millennial employees are used to loving parents who have scheduled their lives around the activities and events of their children. These young adults have ideas and opinions and don't take kindly to having their thoughts ignored. After all, they had the best listening, the most child-centric audience in history.
4. Millennial employees are up for a challenge and change. Boring is bad. They seek ever-changing tasks within their work. What's happening next is their mantra. Don't bore them, ignore them, or trivialize their contribution.
5. Millennial employees are multi-taskers on a scale you've never seen before. Multiple tasks don't phase them. Talk on the phone while doing email and answering multiple instant messages—yes! This is a way of life. In fact, without many different tasks and goals to pursue within the week, the millennials will likely experience boredom.
6. Take advantage of your millennial employee's computer, cell phone, and electronic literacy. Are you a Boomer or even an early Gen-Xer? The electronic capabilities of these employees are amazing. You have a salesman in China? How's the trip going? Old timers call and leave a message in his hotel room. Or, you can have your millennial text message him in his meeting for an immediate response. The world is wide, if not yet deep, for your millennial employees.
7. Provide a fun, employee-centered workplace. Millennials want to enjoy their work. They want to enjoy their workplace. They want to make friends in their workplace. Worry if your millennial employees aren't laughing, going out with workplace friends for lunch, and helping plan the next company event or committee. Help your long-term employees make room for the millennials.