

Leading Millennials Workshop

The key to sustainability and growth for any organisation will rely on their leaders' and managers' ability to **recruit, engage and retain** talent. Increasingly, this will require managing cross-generational teams and, in particular, meeting the needs and aspirations of millennials.

By 2025, 75% of the global workforce will be comprised of millennials*. So, what do organisations need to do – now and during the next few years – to lead millennials and help them to maximise their performance at work?



Millennials have increasing concerns about how they can succeed in the global economy with the inevitable impact of artificial intelligence, so young workers are increasingly looking to businesses to help them develop the necessary skills – in particular, the soft skills – they believe will be more important as jobs evolve.

VIP Coaching has designed this workshop to help you to kick-start the transformational change in your organisation and develop a range of leadership and management styles to ensure your workplace provides a cohesive environment for your people now, and is fit for the next generation.

We work with you to maximise your impact and fully engage your workforce across the generations through the use of enhanced communication, and creating an inclusive culture where millennials can thrive. We tailor the contents to meet any specific needs for your organisation.

Today's leaders need to seize the opportunity – now – to turn the energy and commitment of millennials into their competitive advantage.

*EY Report: *Global Generations: A Global Study on Work-life Challenges across Generations*

Contact us to introduce the VIP Leadership Dynamics approach into your organisation to increase engagement and productivity.

We equip your people with the key skills to boost individual and team performance.

Why Leadership Dynamics?

Starting with a focus on self-awareness of the Leader within, VIP Leadership Dynamics adopts an approach to self-development that focuses on **Vision, Impact, and Performance**, by supporting individuals to fulfil their potential. This in turn, boosts self-confidence, communication and influencing skills.

VIP Leadership Dynamics promotes a leadership style of you giving first; focusing on your own and others' strengths, then demonstrating the value you place in others, doing all you can to inspire them and provide praise and encouragement, helping you both to see the learning that results from mistakes and set-backs. Then, re-investing time and energy to **Value, Inspire and Praise** them.

Many organisations start their transformational journey with senior management and leadership workshops to introduce new thinking, encourage challenge, and promote a coaching culture that leads to increased performance.



Learning Outcomes

This **VIP Leadership Dynamics** workshop is designed to take you on a journey through your role as a leader. When you have attended the workshop, you should be able to:

- ✓ tune into the needs, aspirations and motivators key to leading millennials
- ✓ identify your natural style of leadership and the importance of flexing your style
- ✓ list several leadership models and how to apply them productively
- ✓ state the benefits and application of transactional and transformational leadership
- ✓ understand how thinking styles affect communication and how to adapt with others
- ✓ motivate your team using a range of techniques
- ✓ list the elements of an effective team to harness the full potential of each member
- ✓ understand the benefits of a StrengthsFirst© approach within a coaching culture
- ✓ apply a leadership dynamics approach when leading change
- ✓ develop action plans to introduce new leadership skills into your workplace