CBM Training
a division of ArcSkills

Managing Millennials

🕐 1 Day　　　　🖥 Classroom or Blended Learning

Developing Businesses, People and
Communities through **High-Impact Solutions**

Soft Skills

About the Course

Classroom-Based: R 4, 450 Excl. VAT **|** **Blended Learning:** R 2, 100 Excl. VAT

Back in 2015, Millennials surpassed Generation X as the largest workforce demographic, and their presence is creating a need for foundational shifts inside the office. There are many negative stereotypes associated with this generation – perceived as the "me, me, me" generation, they are sometimes characterised as job-hoppers who are entitled, lazy and focused on instant gratification. But, Millennials possess many positive attributes that enable them to add enormous value in the workplace if they are managed correctly.

As the generation that grew up with technology, they know how stay hyperconnected with people and information. This ability, combined with youthful exuberance and the tendency to generate novel ideas can accelerative innovation and productivity at any company. The Millennial generation grew up with a very different value system than they face in the workplace. From their perspective, effort and participation were valued and rewarded, but at work, results are what matter! Many Millennials find the workplace frustrating and confusing, and find their managers disinterested or hostile.

This **1-Day "Managing Millennials"** course will help managers to better understand Millennials and how to bring the best out of them. By learning how to effectively communicate and lead Millennials your company will we well position to attract and retain the top millennial talent, and set yourself apart from your competitors.

Blended training is available on these popular platforms:

What you will Learn

- Understanding the different generations that make up the workforce and why it is important to manage them differently so that you get the best out of each of them

- Examining the core characteristics of Millennials so that you can better understand their actions enabling you to work with them more effectively

- Exploring how Millennials view authority, loyalty and respect and the impact that this will have on your management style ensuring you attract and retain your top talent

- Identifying what Millennials value most in the workplace ensuring you create an environment that attracts the "best of the best" giving you a competitive advantage

- Understanding how your communication needs to be adapted to allow you to engage with Millennial employees and ensure clear communication and better business results

- Shifting from "managing" to "leading" Millennials and understanding why this shift is so important to get the absolute best out of your Millennial employees

Features of this Short Course

No Geographical Barriers
Delegates can attend no matter where they are situated

Agile and Flexible Training
Our different learning methodologies provide learning flexibility

Cost-Effective Training
High-impact and premium training at an affordable price

Expert Facilitators
Presented by an experienced, specialist and expert facilitator

Industry In-Demand Skills
Delegates learn in-demand skills and discover latest trends and insights

Certificate of Attendance
All delegates receive a certificate of attendance on completion of this course

Catering Included
Applicable for classroom training only

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Course Programme

What is your Gen IQ? – A fun introduction to the world of communicating with different generations

Defining the Generations
• Traditionalists: 1922 - 1943
• Baby Boomers: 1944 - 1964
• Gen Xers: 1965 - 1981
• Millennials: 1982 – 2000

Who are Millennials and Why are They the Way They are:
• Detailing how society has created and shaped Millennials
• Defining the 7 core characteristics of Millennials
• Introducing the surprising traits that make Millennials excellent employees
• Exploring the myths and challenges faced by Millennials
• Evaluating how Millennials redefine values of authority, loyalty and respect

Become Aware of the Generation Differences in the Workplace
• Understanding why meaning and flexibility are more important than money
• Explaining why Millennials value effort and participation over results
• Identifying the benefits that the "hyperconnected" generation can have in your organisation
• Evaluating the type of relationship Millennials would like to have with their leaders
• Examining how this generation of "Instant Gratification" view career advancement

Creating a Culture that Engages and Retains Millennials
• Understanding the impact that Corporate social responsibility has on Millennial engagement
• How do you create a company culture that will attract the best and brightest Millennials
• Why you may need to redefine the "corporate ladder"
• How millennials can challenge the workplace and the traditional hierarchy
• Creating a flexibility work environment that promotes a happy work/life balance

Communication Skills to Help you Better Engage with your Millennial Employees
• Understanding the impact that excessive "Digital Communication" has had on the Millennial's Communication Skills
• Exploring which digital communication tools you could consider implementing in the workplace
• Explaining the importance of utilising visual content to communicate with Millennial employees, and why this will actually benefit all of your employees
• Avoiding overblown stereotypes when communicating with Millennials

Managing Millennials vs Leading Millennials
• Understanding why leading Millennials is much more effective than managing them
• Shifting from a top-down style of management to a "collaborative inspirational" style
• Creating a work environment that focuses on individual development and training
• Exploring why "Mentorship" is so valued by Millennials and how this can be easily implemented into your management style
• Connecting their work to a bigger purpose

Customise your Training

Upgrade and customise your training solutions with our new online training short courses. We have a library of **±700 online short courses** that can you select as an add-on to compliment your original training.

These short courses can provide you with the most comprehensive skills development solution adaptable to your needs.

SIGN UP NOW AND SECURE YOUR PLACE

1. Visit www.cbmtraining.co.za to sign up.
2. Select the course you would like to attend.
3. Click "make a booking" and fill out the quick online registration form.
4. Choose your payment method to finalise the booking and pay via EFT or credit card.

OR

Click on the button below to submit a quotation request form for this course and we will contact you.

Get a Quotation Now

HAVE ANY QUESTIONS?

Our professional customer support team is eager to assist and provide you with comprehensive advice and recommend effective skills training solutions.

Click here to start a live chat with an agent *(available during business hours only).*

Alternatively, call us on +27 (0)11 454 5505 or email info@arcskills.co.za.

HAVE A GROUP OF DELEGATES?

Run your course onsite and save even more! CBM Training offers fully customised and affordable onsite training solutions for companies with groups of delegates. Our onsite courses maximise the training benefits for staff, as the topics can be customised to focus on company specific issues. Our flexibility also ensures that we can run onsite training for you on a date that suits you, no matter where you are situated or through a delivery method you prefer (classroom or blended learning).

Contact: Louwrens De Bruyn, Manager: Business Development
Email: louwrens@arcskills.co.za | **Phone:** +27 (0)11 454 5505

ACCREDITATION AND B-BBEE

CBM Training holds full institutional accreditation status with the Services SETA – accreditation number 0057.

CBM Training has a B-BBEE Level 2 certificate. We have been evaluated and audited by the BEE Verification Agency.

GET IN TOUCH

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