Formulating Leadership Part I

Team C

LDR/300 – Innovative Leadership

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March 4, 2019

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In leadership, generational difference can have a strong impact in the development of future leaders. For example, research suggests that the older generation in the United States believes Millennials to have worse moral values, less respect for others, and a lower work ethic than their parents (Nahavandi, 2011, p. 109). However, Millennials have qualities that can certainly serve as stepping stones for a successful journey to leadership positions, and when guided, they can serve as essential elements for the organization of the future.

**Best Practices to Cultivate to Enhance the Number of Millennial Leaders**

To enhance the number of Millennial leaders, it is important to side them with mentors. In fact, Millennials can learn from the older generation, while the older generation can become more accepting of them. For example, prioritizing communication and transparency is essential, and mentors should encourage communication, create connections, and let individuals become involved by allowing their voice to be heard.

**Technology and Engagement**

Over 20% of Millennial leaders plan to stay at their current organization for 5 to 10 years, and even though some say millennials are job hoppers, more than 43% plan on staying more than 15 years (Williams & Spector, 2017). Therefore, feedback is important in order to prepare them for leadership. Millennials are eager to impart their ideas, are technologically savvy, and can be quick to leave an organization that does not fit their needs (Chung, 2016). Therefore, engagement and the incorporation of current technology prove critical in attracting and retaining them. For example, according to the 2017 Deloitte Millennial Survey, millennials appreciate working in a collaborative and consensual environment, rather than one that directly links accountability and responsibility to seniority (as cited in Happ, 2019). Therefore, it is crucial to offer them a way to grow within the organization so that they can reach the results they seek.

**Input, Communication, and Connections**

What makes the millennial workforce different from their previous generation cohorts is their expectation for their input to be sought and included in decision-making (Ricke- Kiely, 2015,). This is why involvement is imperative due to the connections that they seek with other employees. Relationships, meaningful work, and shared decision-making are employment incentives for this generation (Ricke- Kiely, 2015,). Ultimately, mentors should communicate, create relationships, and advocate transparency with the millennials. For instance, seniors can teach the younger generation dedication, patience, and shared life experiences that only come with time (Chung, 2016).

**How to Present the Information to Senior Managers Within the Organization**

To present this information to the senior manager, the first step would be to choose the mode of presentation which would be the PowerPoint, along with a printed copy due to Millennials being more successful when they are included with a hands-on approach. It would be crucial to summarize the key points to be presented, while clearly defining the problem. Compelling cases in the organization would be applied to convince the senior managers why the change is required. For instance, the provision of robust analysis and facts in an intellectually honest manner to bring out the severity of the problem. The presentation would also stress on the organization’s highest priorities, looking into the issue for a top-down approach, rather than the bottom up. Crucial characteristics of the Millennials, such as being socially conscious, being open to technology and to cultural diversity, being more accepting, and seeking work-life balance should be pointed out, as well as their openness to change. Additionally, the organization would choose a flexible individual, vigilant on this tone, to answer any questions from the senior managers. Also, staying on task and presenting a strong, invigorating presentation would aid in promoting interest and the task at hand. However, despite having one presenter, all the team members would collaborate as most seniors embrace teamwork (Edmondson, 2012).

**Conclusion**

In conclusion, if generations are able to work well together, workplace satisfaction improves (Chung, 2016). Certainly, Millennials can be guided towards positions of leaderships, and their many qualities can be essential for the success of the future organization. Cultivating their leadership skills and presenting their positive characteristics to the older generation can aid in such process.

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