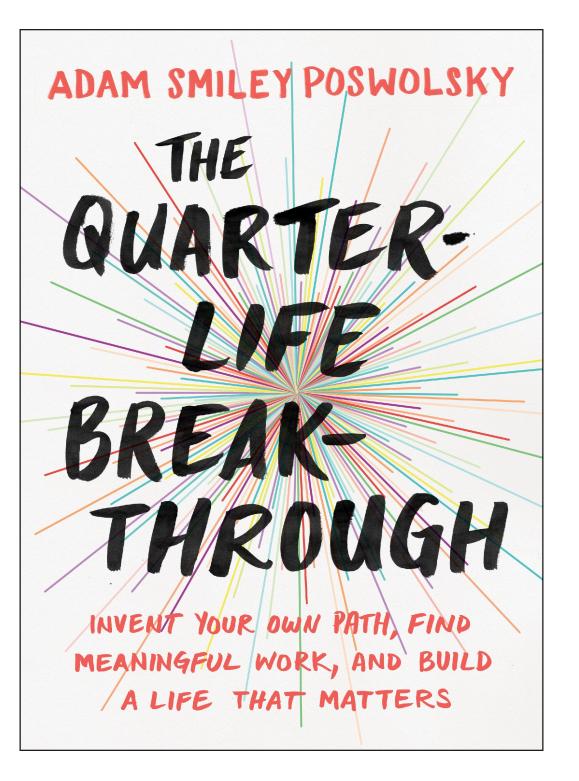
THE FUTURE OF MEANING IN THE WORKPLACE





ADAM SMILEY POSWOLSKY SMILEYPOSWOLSKY.COM

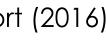
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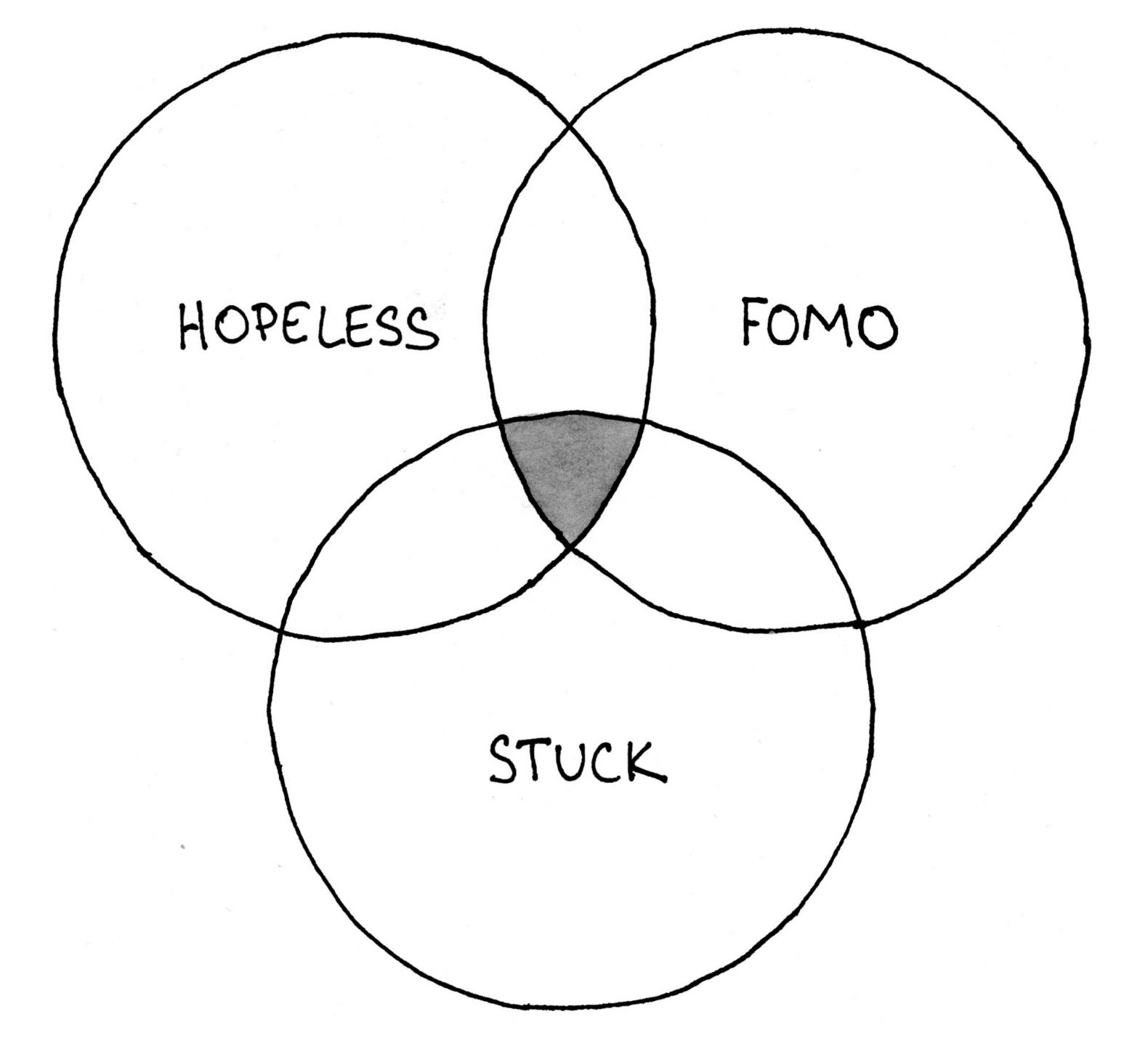






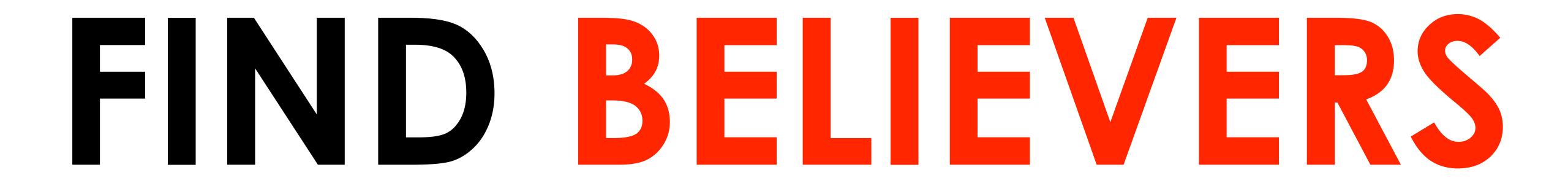
Source: Gallup, State of the American Workplace Report (2016)





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WE ARE NOT THE " GENERATION



PURSUE MEANING



"Being human always points, and is directed, to something or someone, other than oneself be it a meaning to fulfill or another human being to encounter. The more one forgets himself—by giving himself to a cause to serve or another person to love—the more human he is."

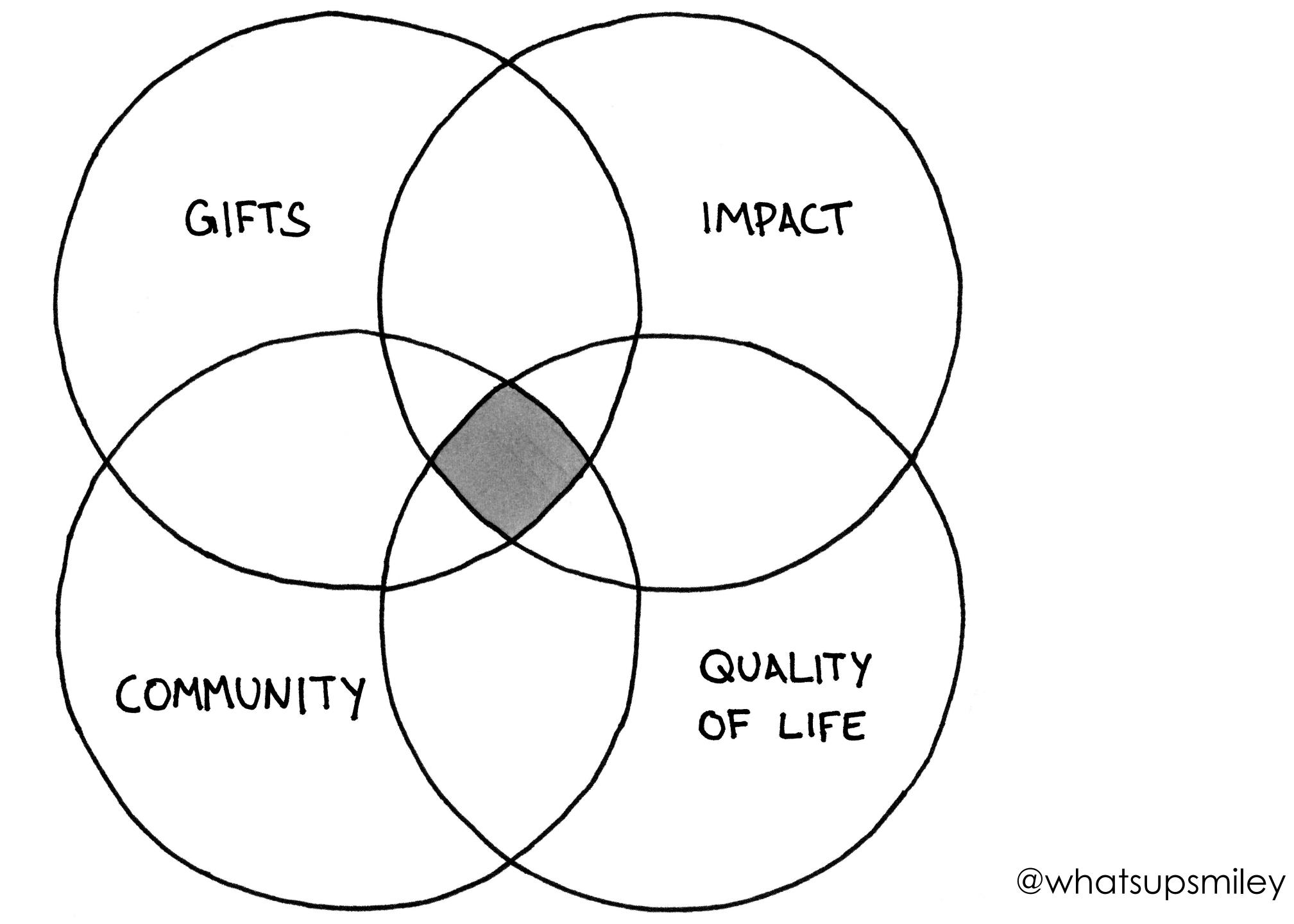
-Viktor Frankl

MEANINGFUL WORK

reflects who you are and what your interests are, allows you to share your gifts to help others, provides a community of believers that will support your dreams, and is financially viable given your desired lifestyle.

@whatsupsmiley







EXERCISE: MILLENNIALS ARE... THE WORST

WHAT MILLENNIALS REALLY WANT

- Not just a paycheck \rightarrow PURPOSE
- Not job satisfaction -> PERSONAL DEVELOPMENT
- Not a boss \rightarrow A COACH
- CONVERSATIONS
- Not fix weaknesses \rightarrow DEVELOP STRENGTHS
- Not just a job \rightarrow IT'S MY LIFE ullet

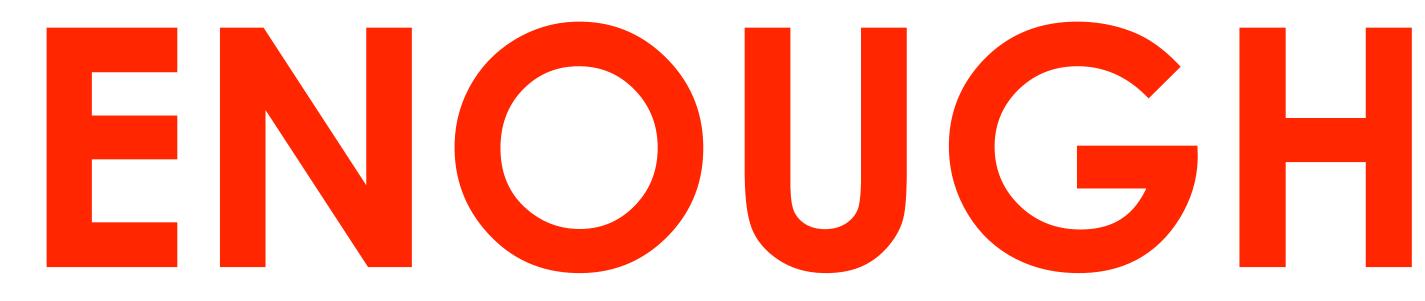
Not annual reviews → FREQUENT FEEDBACK AND ONGOING

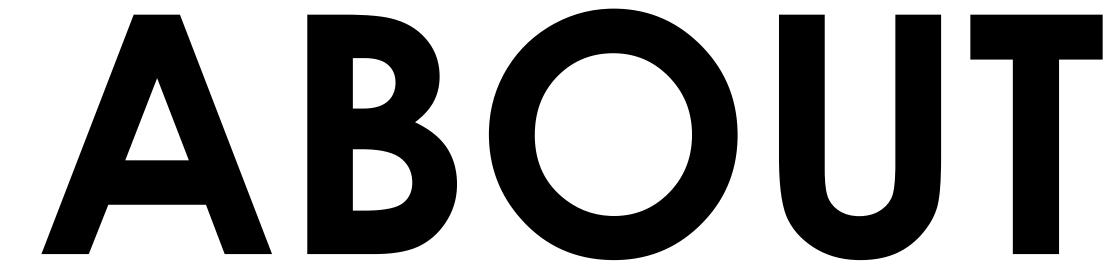
Source: Gallup, "How Millennials Want to Work and Live" (2016)











MILLENNALS

MILLENNIALS, GEN-X, BOOMERS

- Make a positive impact on org \bullet
- Help solve social and environmental challenges
- Work with a diverse group of people
- Work for an org among best in my industry
- Do work I'm passionate about
- Become an expert in my field

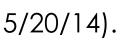
Source: IBM: "Myths, exaggerations and uncomfortable truths" (2015) Millennials don't want a trophy, they want a manager who is ethical, fair, and transparent.



EMPLOYEE ENGAGEMENT

- Purpose
- Value
- Renewal
- FOCUS

Source: The Energy Project (NY Times, Tony Schwartz and Christine Porath, "Why You Hate Work", 5/20/14).

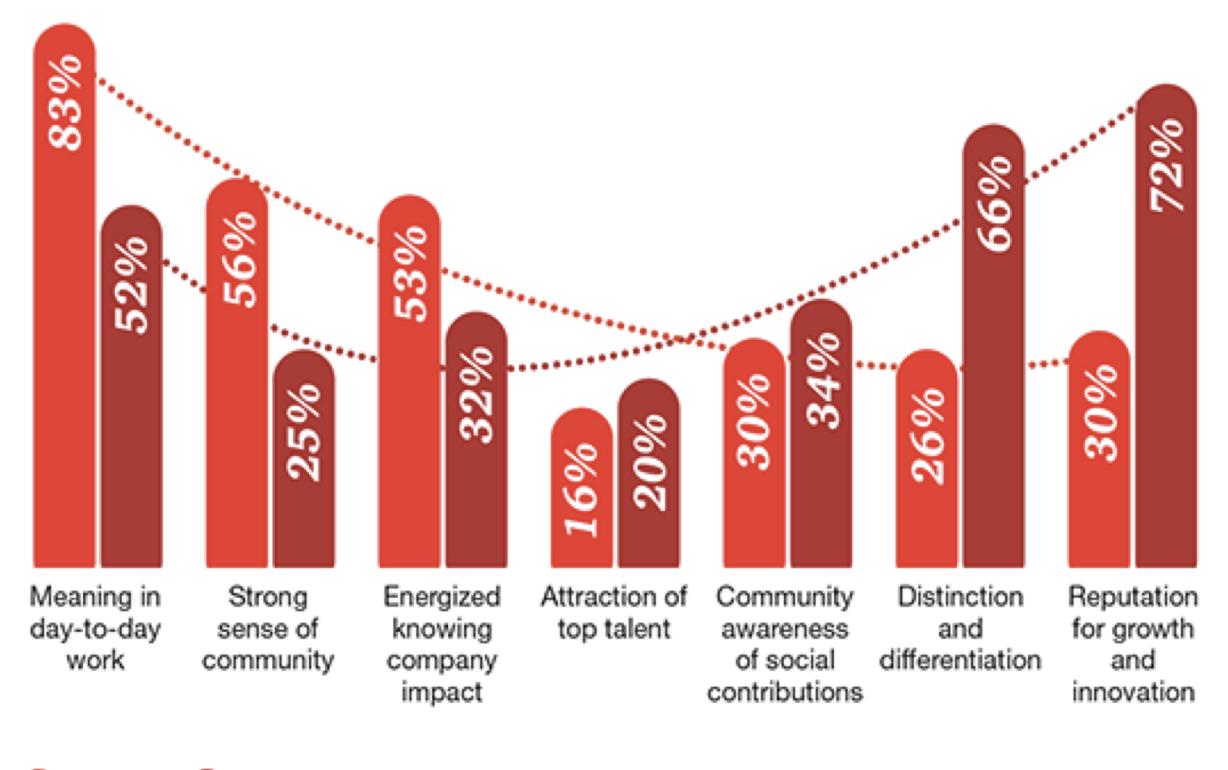


PURPOSE IS CROSS-GENERATIONAL

EMPLOYEES WANT MEANINGFUL WORK

Value of purpose in the workplace

(Percentage ranking in their top 3 priorities)



Employees Business leaders

Q2b for employees: How important are each of the following to you in your current job? Q4 for business leaders: When communicating your organization's purpose, which of the following are the most important results?

Bases: 1,510 full and part-time employees and 502 business leaders in 39 industries around the US. Source: PwC's Putting Purpose to Work Survey



VALUE TALENT THROUGH COACHING AND MENTORSHIP

AVG. MILLENNIAL'S JOB = 2-3 years

AVG. JOB TENURE = 5 years

Source: U.S. Bureau of Labor Statistics

1276 OF GEN-Z **30% OF MILLENNIALS** EXPECT TO STAY +5YEARS

Source: Deloitte Millennial Survey (2018)



70% OF MILLENNIALS IN SENIOR MGMT WOULD **CONSIDER SHORT-TERM** CONTRACTS

Source: Deloitte Millennial Survey (2018)





65% OF TODAY'S KIDS WILL END UP IN JOBS THAT HAVEN'T BEEN INVENTED YET

Source: World Economic Forum, The Future of Jobs Report (2016)





ALWAYS BE LEARNING

ALWAYS BE TEACHING

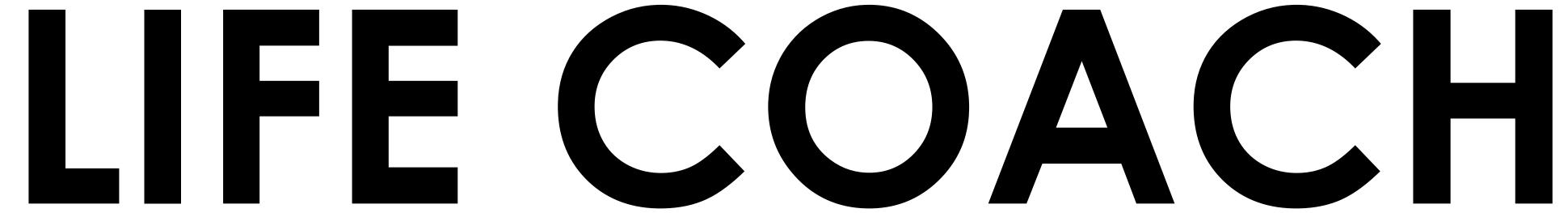
RE-INVENT YOUR CAREER



"Managing millennials is nurturing millennials."

-Esther Perel



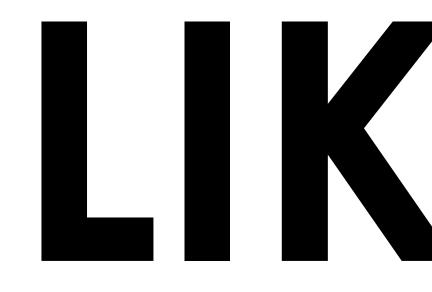


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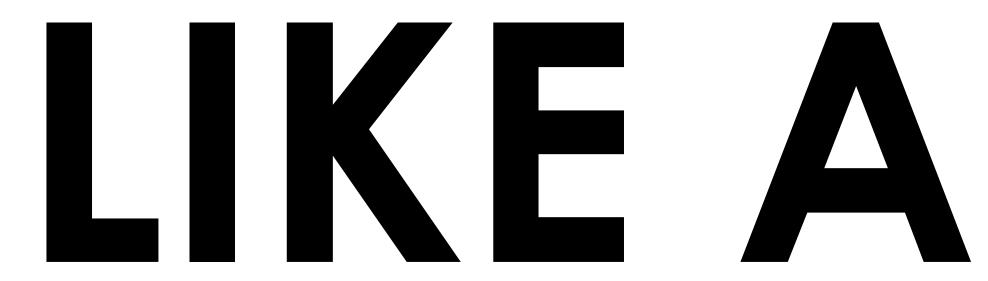
CULTURE IS EVERYONE'S JOB













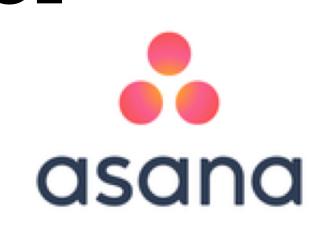


The main reason people leave a job is to go to a firm with a better company culture.

- Glassdoor

Source: World Economic Forum, Alex Grey, "Why employees leave and how to make them stay" (May 31, 2017)





- HEALTHY WORK-LIFE BALANCE
- **MINDFULNESS**
- HONESTY + COMPASSION
- COLLABORATION
- OPEN COMMUNICATION
- INCLUSION

VALUES

TREAT CULTURE LIKE A PRODUCT

PROGRAMS

- **DIVERSITY RECRUITMENT**
- **EMPLOYEE RESOURCE GROUPS**
- ROADMAP GOAL-MAPPING WEEK
- LIFE COACH
- MANDATORY MINDFULNESS TRAINING
- HEALTHY FOOD, YOGA CLASSES, **CUSTOMIZE YOUR WORKSPACE**









IS THE NEW

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EDUCATOR

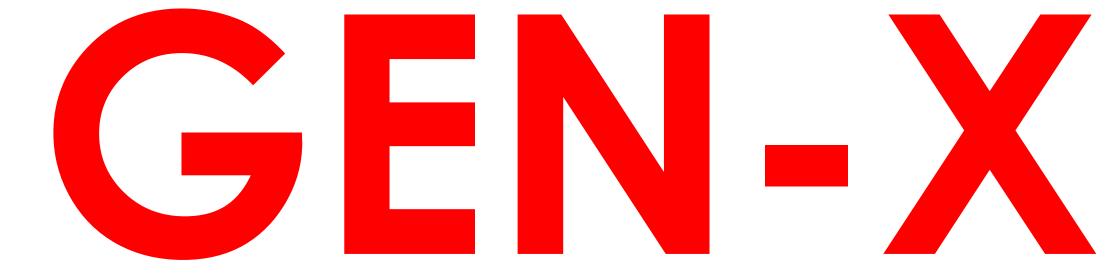
EMPLOYER

70% of those who stay +5 years, say org is strong provider org of education and training Source: Deloitte Millennial Survey (2018)





INVEST IN



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NEXT GEN TALENT NEEDS

Interpersonal skills Confidence **Ethics/integrity** Critical thinking Innovation + creativity



"THE PERFECT TEAM" AT GOOGLE

- 1. Psychological safety: Team members feel safe to take risks and be vulnerable in front of each other
- 2. Dependability: Team members get things done + meet Google's high bar
- 3. Structure & clarity: Team members have clear roles, plans, and goals
- 4. Meaning: Work is personally important to team members
- 5. Impact: Team members think their work matters and creates change

Google

Source: "The five keys to a successful team," Re:Work Google, https://rework.withgoogle.com/blog/five-keys-to-a-successful-google-team/



CREATE CO-LEADERSHIP OPPORTUNITIES

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HARNESS WISDOM OF BABY BOOMERS Inter-generational conversations

GIVE EARLY TALENT A PLATFORM Millennial Corps

8



CHANGE MILLENNIAL ETIQUETTE Establish clear workplace expectations

EMPOWER MILLENNIALS Give young employees a voice

8



CHANGE MILLENNIAL ETIQUETTE

- Show up on time
- Use proper language in email + verbal communication
- Don't ask for a promotion on your 3rd day
- Respect your managers and elders
- Be humble, patient, and team-oriented
- Add value before asking for favors

The average employee checks 40 websites a day, switching activities 37 times an hour, changing tasks every 2 minutes.

FOSTER IN-PERSON CONNECTION



MAKE DIVERSITY A REALITY NOT A PRIORITY

Those working for diverse companies more likely to stay 5+ years (70% to 30%) Source: Deloitte Millennial Survey (2018)



RE-IMAGINE THE SENIOR STAFF



MEETING

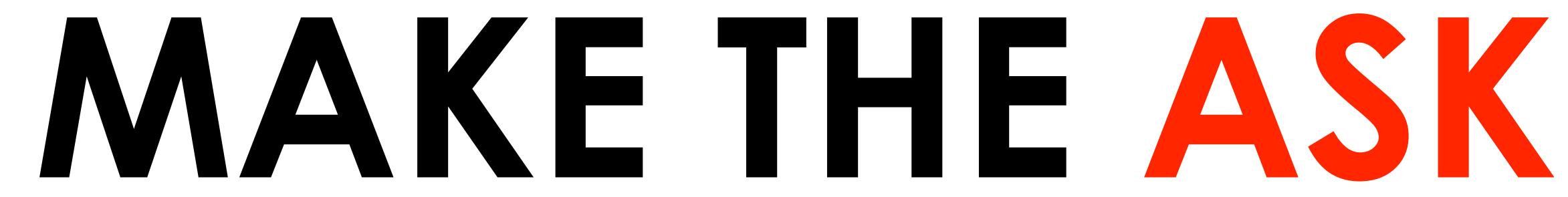
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"STAY" INTERVIEWS

NOT EXIT INTERVIEWS

PERFORMANCE MGMT IS ABOUT PEOPLE NOT KPIs

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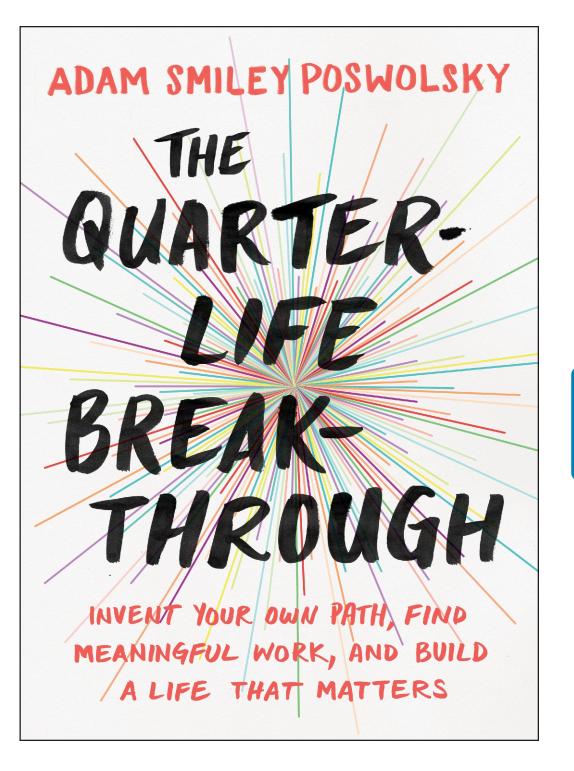








THE FUTURE OF MEANING IN THE WORKPLACE



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Recording

<u>Click here for the audio recording.</u>

