

PREPARING FOR THE INDUSTRY OF TOMORROW



Embracing the Younger Generations

They are not as different as you think

The following CE credits are offered for this session:



1.0 AIC CPD Credit | AGC of America has been approved to offer Continuing Professional Development (CPD) credits for qualifying programs by the [American Institute of Constructors](#) (AIC).



1.0 SMPS CEU Credit | AGC of America is approved by the [Society for Marketing Professional Services](#) (SMPS) to offer SMPS CEUs.



AGC of America is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the [National Registry of CPE Sponsors](#).

This session is designated for **1.2 CPE credits** in the field of Personnel/Human Resources.

How to earn CE hours for this session

Participants must:

1. Check in with attendance scanner at the door or in the back of the room.
2. Attend at least 95% of the session.
3. Complete the session and post-program evaluation.

Additional instructions will be emailed to attendees requesting CE credits.

You may contact **Jo-Anne Torres**, Manager of Professional Development and Continuing Education, at jo-anne.torres@agc.org or (703) 837-5360 for questions.

Learning Objectives

By the end of this session, participants will be able to:

1. Identify ways younger employees are different and discuss why they need to be treated differently than traditional management methods.
2. Explain how the desire for autonomy, mastery and connectedness drives the employee and why the company must create an environment where the young employee can find the connection of their passion, purpose and proficiency.
3. Examine why it is important for leaders to know their employees personally and provide appropriate mentoring.
4. Explore how to develop an employee engagement program where the young employee is connected and educated so they are motivated and have a desire to stay with the company.

Mark Rounds, PE

Assistant Professor
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UNIVERSITY

Why Are You Here?



What is Wrong with the Younger Generation?



What is Wrong with the Younger Generation?

45 Years Ago



Throw Them In and Make Them Swim



Changing Mindset



Mindset

Changing Mindset



Changing Mindset



Why



- Parenting
 - Helicopter parents
 - Pushed to succeed
 - Participation trophies
 - Do not trust authorities
- Technology
 - Use for Relationships
 - Computer Natives
- Impatience
 - Want it now
 - No summer jobs



Environmental Needs



Individual Needs



Mastery

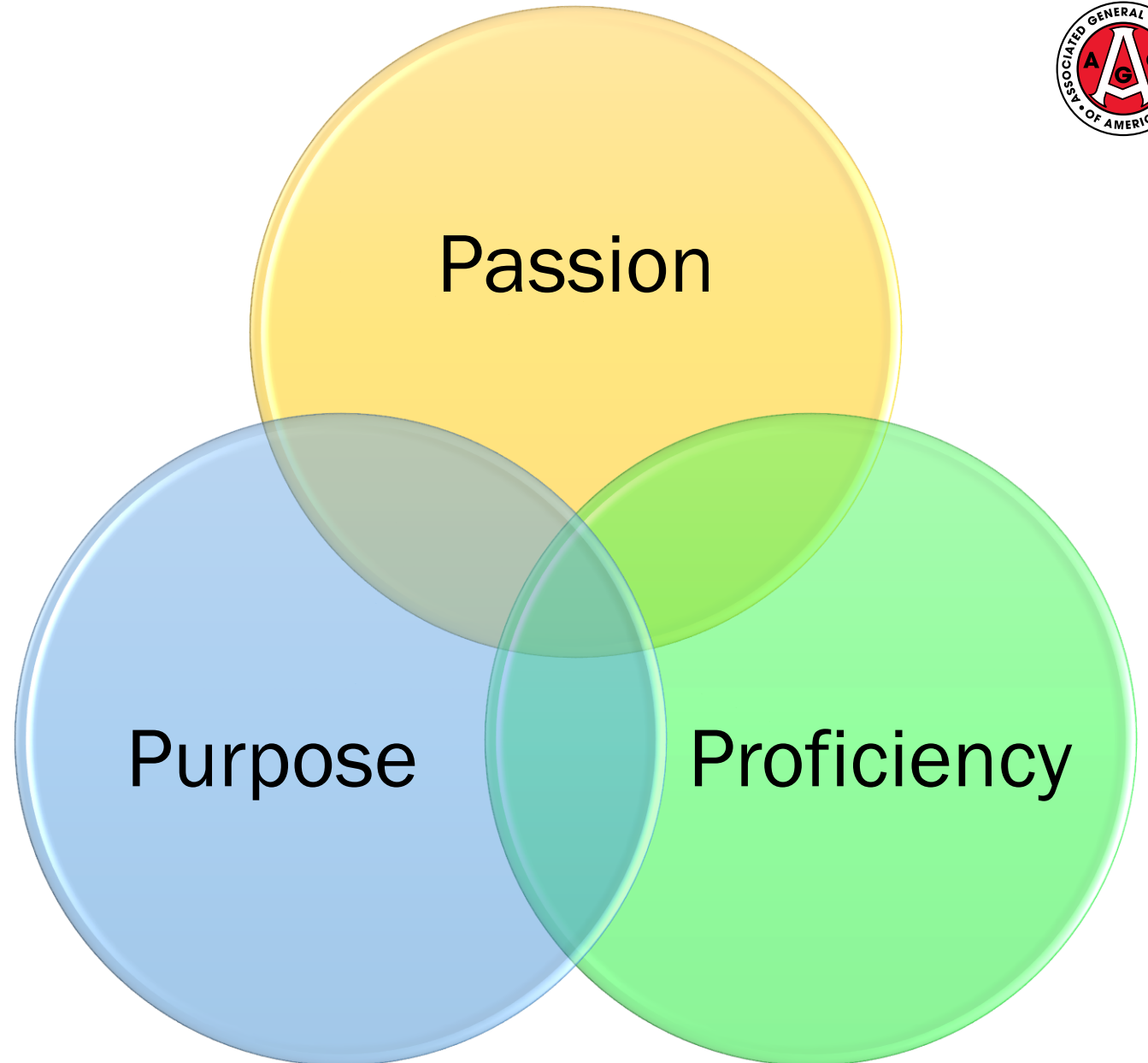
Autonomy

Connectedness



Self-Motivation

Gallup research shows that when employees know and use their strengths, they are more engaged (nearly six times more), have higher performance and are much less likely to leave their company.



Sarah's Story





Millennial Program

- Educating
- Sharing
- Connecting
- Reporting – Teaching each other

Managing Millennials



Bossing

Directing



Managing Millennials



Questions





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