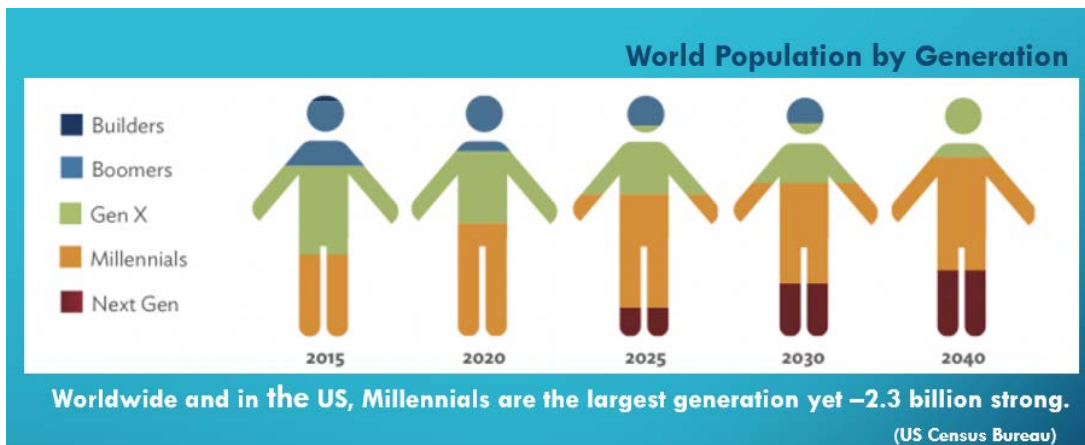


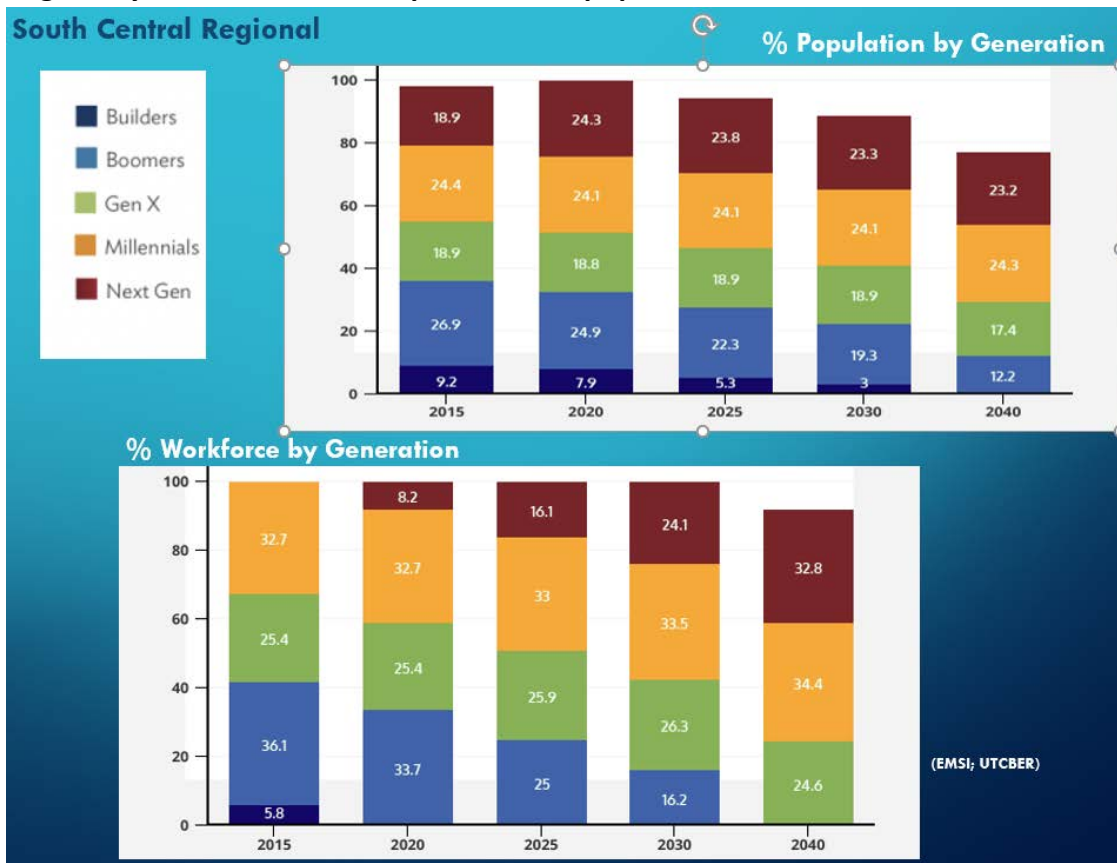
The Rising Tide of the Millennial Workforce

Millennials are not pursuing job satisfaction -- they are pursuing development.

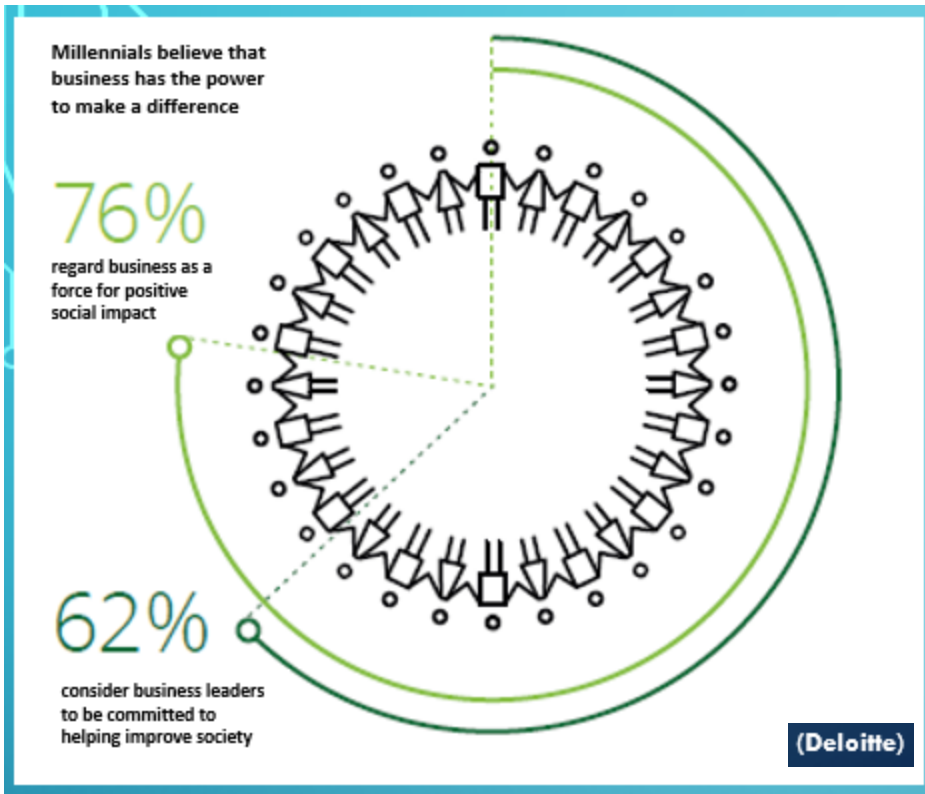
Most millennials don't care about the bells and whistles found in many workplaces today -- the Ping-Pong tables, fancy latte machines and free food that companies offer to try to create job satisfaction. Purpose and development drive this generation.



Regionally, Millennials make up 24% of the population and 33% of the labor force.



📍 The emphasis for this generation has switched from paycheck to purpose -- and so must organizational culture.

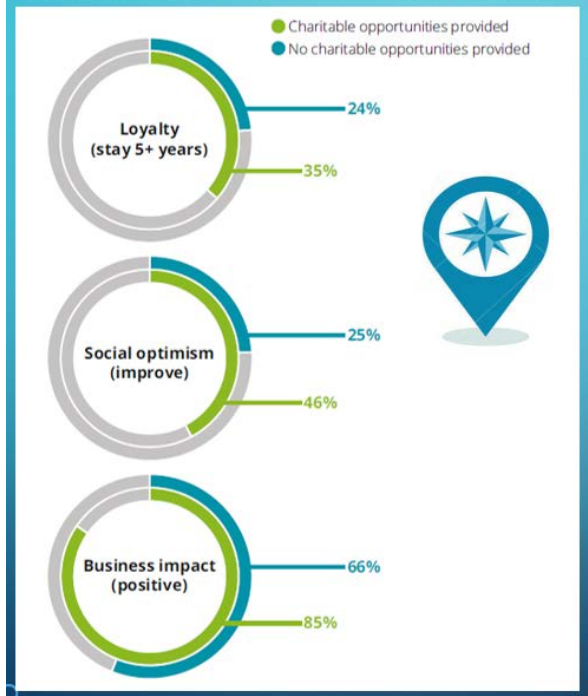


Gallup estimates that millennial turnover due to lack of engagement costs the U.S. economy

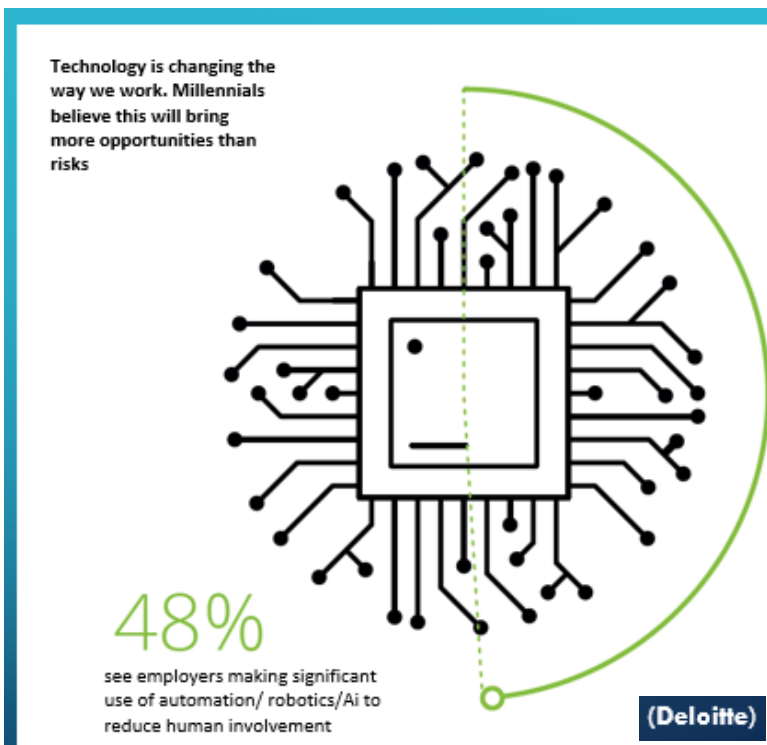
\$30.5

BILLION ANNUALLY.

Empowered millennials are more optimistic and loyal



📍 Millennials don't want bosses -- they want coaches. Millennials care about having managers who can coach them, who value them as both people and employees, and who help them understand and build their strengths.



📍 Millennials don't want annual reviews -- they want ongoing conversations. The way millennials communicate -- texting, tweeting, Skype, etc. -- is now real-time and continuous.

ConnectwithyourPeople
 BuildTalentCommunities
 ContingentWorkforceStrategy
 IncreaseTransparency
 AccelerateMobilityPrograms
 Diversity,Gender&GenerationalEquity
 FlexibleWorkCulture
 OnlineCollaborations
 ConnectYourPeople