



Project NextGen
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MANAGING THE MILLENNIALS

Company Overview:

Project NextGen is a leadership training and professional coaching and consulting company. Our focus is on realizing the true potential of leaders and teams with millennial generation members (ages 22 to 30) and to support the growth of these individuals into mid- to long- term company leaders.

Top five real and perceived challenges managers experience with Millennial employees:

1. *Performance* – “Are they able to perform at a high level for me to be successful?”
2. *Energy* – “I don’t have the time or energy to provide the guidance necessary to develop an inexperienced team.”
3. *Entitlement/Arrogance* – “I can’t get over the sense of entitlement and how arrogant these kids are. They don’t want to pay their dues.”
4. *Loyalty* – “How can I manage a team that does not have my level of loyalty to the company and/or clients?”
5. *Technology* – “How can I keep up with these kids, they know so much about technology and it seems like it is just second nature to them?”

Top three challenges companies face because of inadequate development of their Millennial employees:

1. *Time management/Opportunity Cost* – Loss of productivity due to the focus on dealing with personality issues, cultural/generational issues, and constant micro-management.
2. *Ineffective Training* – inability to motivate and align with company goals.
3. *Cost of Recruiting and Turnover* - Continuous need for recruiters, training, interviewing, and the perception related to marketing efforts around recruitment

Our Approach:

Millennial employees are sociable, optimistic, talented, well educated, collaborative, open-minded, influential and achievement-oriented. In addition, they have always felt sought after, needed and indispensable. However, this can lead to significant expectation mismatches between them and the organization, resulting in lowered performance and rapid turnover.

Project NextGen utilizes an innovative approach and proprietary program called **ACE Training** (*Awareness, Coaching Techniques, and Execution*). It incorporates unique coaching methods and expertise in generational issues to obtain managers goals of enhancing effectiveness and efficiency of their teams/groups.

Managers and supervisors are supported in developing appropriate skill sets and techniques to engage and develop these employees. These include: 1) Acknowledgement and Validation techniques, 2) Level Three Listening, 3) Breaking through Resistance and Conflict, and 4) Generational Understanding and specific Motivational Factors

The Results:

1. Decreased turnover around top talent
2. Increased staff morale and productivity
3. More effective and greater focused time management by managers
4. Increased bottom-line through superior business efficiency
5. Enhanced company culture and industry reputation