Connecting and Cultivating the Next Generation of Leaders: The Millennial

Cultivating Leaders

Members of the next great generation of leaders are taking their places within the workforce each passing day. By the year 2020, this generation will make up 40% of the world's working professionals.

Millennials are here and are significantly affecting the workplace through their size and diverse range of talents. Being able to cultivate this generation into strong leaders will take support and understanding from management if the they are to grow into successful future leaders.

8 Characteristics of the Millennial Leader

Confident, self-expressive, liberal, optimistic and open to change are some of the characteristics that describe this next wave of leaders. In addition to these attributes, a recent report identified that Millennials may likely bring the following strengths to their roles as leaders:

1. **Active attention** – Millennials value attention from their employers and therefore they are projected to use recognition as a central metric for leadership.
2. **Transparency** –Millennial leaders will strive for transparency to keep their team informed and engaged in daily business decisions.
3. **Relevancy for others** – Millennials seek meaning in their work so, as leaders, they can be expected to convey the relevance of their goals to their employees.
4. **Career relevancy** – Millennials are likely to be sensitive to those they lead who are also analyzing their own path.
5. **Passion** – Millennials are passionate about their own work so a Millennial leader is expected to infuse that same passion into the workplace and into their communities.
6. **Team oriented** – Millennials gravitate and lead by team motivation, collegiality, and accountability.
7. **Flexibility & autonomy** –As leaders, Millennials can be expected to welcome non-traditional behaviors and provide opportunities for autonomy and flexibility.
8. **Organizational health** – Healthy work/life balance is important to Millennials and as such, when they become leaders, they are likely to be more sensitive to ways to develop a better balance.

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