

# How to succeed with a younger workforce.

It's common understanding that younger employees are different. However, are they?

Sharing my experience and knowledge of how teams work and what I've learned.

## Encourage open Communication

Younger generations, are more forthright in communicating their expectations. Being outspoken and forthright was frowned upon as being unprofessional when I began my job in 1985, but I now understand that having an open discussion helps ascertain whether expectations are being met. One applicant disclosed during the hiring process that they did not want to travel for work. I could tell this guy wasn't a good fit for the position because I knew it needed a lot of travel.



## Empower young talent

I like to share another experience from my time as GM HR-Training. I employed two young girls who initially appeared quite unsure and shy. They often stood by, waiting for guidance, and struggled to keep up in the fast-paced environment. I thought about letting them go, but chose to take a different approach. I assigned them the task of training someone, telling them they were the ideal candidates for the job. That experience truly empowered them. Before long, they took charge of their responsibilities, became self-motivated, and one of them was even promoted to manager.

## Use of Mentorship

My company was heavily composed of younger employees, and I observed that topics like mentorship, flexibility, work-life balance, and purpose and impact were brought up continuously. Many members of the younger generation did not have the "first day on the job" experience because they began their careers from home. They were hungry for mentorship, I believe mentors are crucial in closing the gap since they were eager for guidance.

In conclusion, succeeding with a younger workforce requires understanding and adapting to their unique needs and perspectives. By fostering open communication, empowering young talent with meaningful responsibilities, and offering robust mentorship opportunities, employers can create an environment where younger employees feel supported and motivated to excel. Rather than viewing these differences as challenges, companies should see them as opportunities to build a more dynamic, engaged, and innovative workforce.

When organizations prioritize transparency, growth, and guidance, they not only help young employees reach their full potential but also contribute to the long-term success and evolution of the company as a whole.

Do share with contacts and looking forward for your input.

Regards,

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