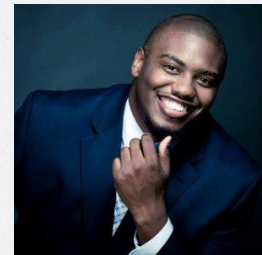




GPS
Leadership Solutions
"Developing Thoughtful Leaders"

Millennial Engagement

By: Alex Tremble
GPS Leadership Solutions



Introduction

Who are you?

Who is Alex Tremble

- Founder & CEO GPS Leadership Solutions
- Managed Executive Leadership Development in the Fed (3yrs)
- Served as international liaison
- Libra enjoy long walks on the beach
- Am serious about 10% of the time.

Introduction

I live (frolic) in the
world of Realities,
Perceptions, and
Probabilities (RPPs)

Why I Do This

- o Context By The Numbers
 - o Over 52% of Fed can retire as of 2014
 - o Over 75% Fed SES over 50 years of age
 - o Only 4% of SES less than 40 years of age
 - o Only 1.8% of 7,014 career SES are under 40 years of age
 - o 75% of NPS are over 40; 7% 29 or younger

Why I Do This

- o Context By The Numbers
 - o DOL predicts need for 30 million employees, but only 23 million graduates will qualify
 - o Approx. 32 % Millennials in Private sector. vs 7% in Federal
 - o Millennials are assuming leadership roles, but not performing to their best potential

Today We Will Discuss

- o Strategies for effectively engaging millennials by developing their leadership skills right now
- o How to help millennials identify the leadership behaviors that are important to their future success
- o How managers and millennials can take practical steps to strengthen those leadership behaviors

What is GPS

Goals (Destination) – Not only WHAT you want to attain, but WHY you want to attain it (Passion)

PLAN (Directions)– A clear, specific, set of actions and timelines necessary for attaining your goal. (Research, Realistic, Backwards planning)

STRATEGY – Creative ways to ensure the plan works.

Macro Vs. Micro

- o Macro GPS
 - o Life Goals
- o Micro GPS
 - o Office Goals
 - o Project
 - o Program

Engagement

- o What does it mean to Engage someone?
- o How have you engaged millennials in the past?
- o If you are a millennial, how do you like to be engaged?

Leadership



Leadership Behaviors

- What is the difference between Leadership Theory vs Leadership Behaviors?

Macro GPS

Exercise 1

“What would others say about you?”

What Does A Bad Leader Look Like?



What does a Good Leader Look Like

- o Optimistic
- o Proactive
- o Confident
- o Respectful
- o Inspirational
- o Competitive
- o Selfless
- o Transparent
- o Mission Focused
- o Persuasive
- o Risk – Oriented
- o Open-minded
- o Values – oriented
- o Curious Learner

Leadership Skills for tomorrow's leader

- o In addition to integrity, customer commitment, and vision
 - o Global Leadership
 - o Cross-cultural appreciation
 - o Building alliances/Partnerships
 - o Technology savvy
 - o Sharing Leadership



Leader of the future

Leadership Characteristic	Definition
Collaborative Mind-set	<ul style="list-style-type: none">• Inclusive decision making• Genuine Solicitation of feedback
Development of People	<ul style="list-style-type: none">• Mentors and coaches team• Provides straight feedback
Digitally Confident	<ul style="list-style-type: none">• Uses technology to connect to customers and employees
Global Citizen	<ul style="list-style-type: none">• Has a diverse mind-set• Prioritizes social responsibility
Anticipates and Builds for the Future	<ul style="list-style-type: none">• Builds accountability across levels• Champions innovation

Strengthening Leadership Behaviors

- o Gotten the Millennial Engaged (Check)
- o Identified Leadership Behaviors (Check)
- o Now what?

Other Suggested Readings

- o <http://www.amazon.com/The-GPS-Guide-Success-Navigate/dp/1500217980>
- o <http://www.capitolstandard.com/why-the-young-bored-cant-leave-their-government-jobs-in-2015-2/>
- o <http://www.gaia-insights.com/index.php?seite=16>
- o <http://www.capitolstandard.com/how-to-deal-with-jealousy-in-the-workplace/>
- o <http://www.cnn.com/2015/03/19/us/im-national-parks-older-visitors-morgan-spurlock/index.html>
- o http://www.govexec.com/management/2015/03/how-old-senior-executive-service/108081/?oref=govexec_today_nl

!!!THANK YOU!!!

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