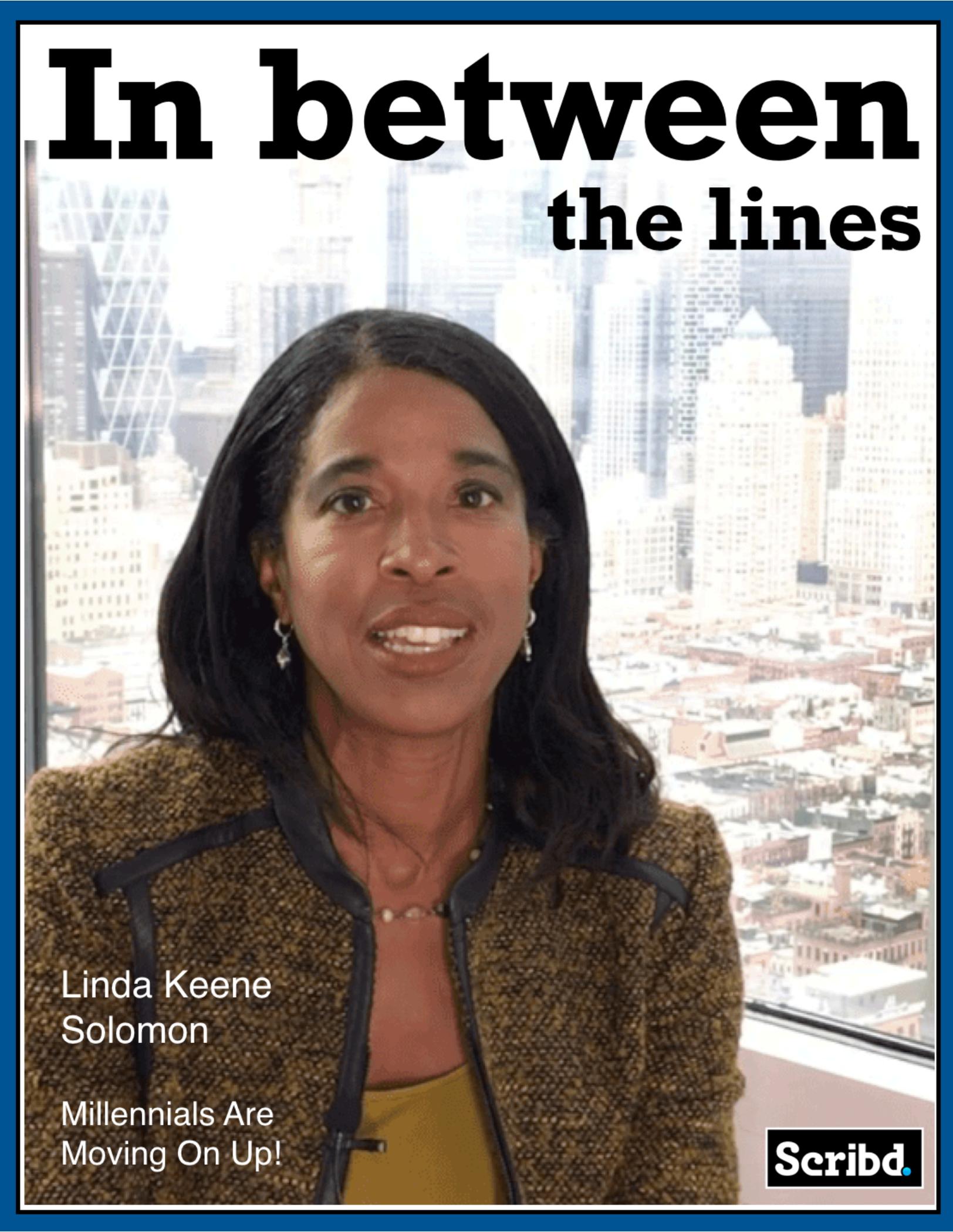


In between the lines

A woman with dark, wavy hair is smiling and looking slightly to the right. She is wearing a brown, textured, button-up jacket over a yellow top. The background is a high-angle view of a city skyline, likely New York City, with many skyscrapers and buildings. The image is framed by a blue border.

Linda Keene
Solomon

Millennials Are
Moving On Up!

Scribd.

Millennials Are Moving On Up! – Linda Keene Solomon

I've recently reconnected with Linda Keene Solomon, who continues her focus on developing next-generation leaders. We're covering several topics, and one that I'd like to share is about millennials. Coming from another perspective than is most common, Linda boldly states millennials are not merely in the workplace, they are now assuming leadership and managerial roles in the workplace. The question is not only how to work with millennials, but also how can we support them in becoming effective leaders and managers?

"Linda, you recently spoke to a chapter of the International Women's Forum (IWF) about this subject. What was your message?"

"The fact that across the business, public, and non-profit sectors, millennials have developed a reputation for themselves. And beyond this, they are becoming leaders and managers. Question...are they prepared to assume these roles? If not, how can we help them prepare?"

"How did you approach the issue, since usually, we hear not such positive stories about working with millennials?"

"First, with data. The oldest millennials are close to forty years of age. I know, hard to believe for some of us, but it is true. Today, there are many examples of leaders in their early forties, becoming CEOs of major organizations. Millennials already hold over 20% of managerial positions in the workforce today, according to the U.S. Department of Labor."

"How else did you approach this issue?"

"Beyond the data, this topic often requires a mindset shift. Many of us who think *'Millennials don't want to do real work and probably won't stick around'* should consider a new millennial paradigm: *'How do I effectively mentor and coach millennials to become outstanding managers and leaders?'*

"Yes, millennials are receptive to mentoring. Most actually seek leadership role models and mentors! Those who participated in recent studies could articulate the specific development areas where they could benefit from leadership mentoring.

"During my discussion with IWF members, I proposed five areas where experienced Gen-X and Baby Boomer leaders and managers can mentor emerging millennial leaders.

"They are:

Mentoring Area 1: Effective 1on1 and small group in-person communication – as opposed to only using communication media such as email, texting or video.

Mentoring Area 2: Personal relationship building – as opposed to only using social media platforms to expand their networks.

Mentoring Area 3: Industry and functional expertise – millennials realize they need to develop knowledge and experience beyond applying their inherent tech and mobile app skills!

Mentoring Area 4: Leadership training and shadowing – in areas where millennials are likely to have less experience, including decision-making, change management, inter-generational communications, international exposure, etc.

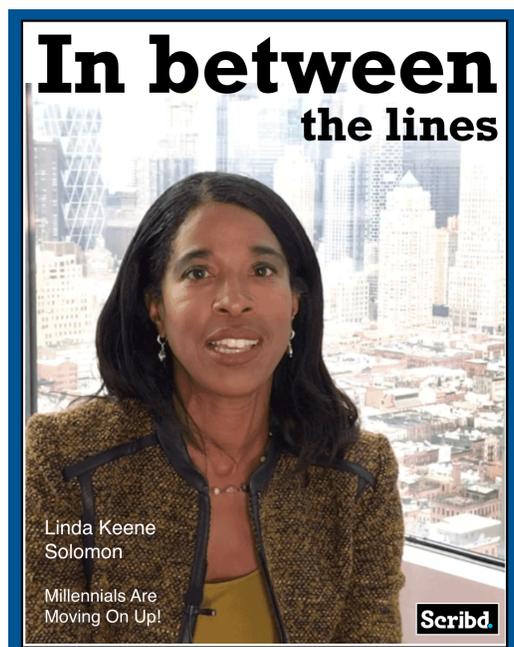
Mentoring Area 5: Two-Way Feedback – millennials crave timely and relevant feedback on the job. They are anxious to provide feedback, as well. Consider replacing annual and bi-annual formal performance review systems with more informal ongoing feedback processes.”

“What were the reactions from the IWF members?”

“They were extremely positive. I’ll be working with some of the women who want to become part of the positive movement around millennials. We’re looking into mentoring, interning, and other opportunities.”

“Why is it important for you to shine a light on the other, brighter side?”

“Because I see it as our responsibility to prepare the next generations for leadership. We can’t control or determine what happens tomorrow, but we can influence and have a positive impact on those who will lead in the future. If we don’t do something today, we won’t impact a change in society ten years from now.”



Linda Keene Solomon

[Read more from Linda.](#)

[Signitt on LinkedIn](#)

[Signitt](#)