

Building a Millennial Culture



Entrepreneurial

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- Highly-desired values that build trust and retention
- A compelling employer value proposition that attracts top talent
- A workplace culture that encourages Millennials to bring their whole self to work.
- A defined career track with skills development
- Having “a voice” in workplace decisions
- Work-life integration

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Millennials seek a workplace where they can bring their whole selves to work. They seek environments that reflect their values, where their opinion matters (having a voice) and contributions are recognized.

In contrast, they won't tolerate command-and-control cultures where their contributions are measured by "time in seats" and slow progression "up the corporate ranks."

INFLUENCE offers a comprehensive system (processes, practices, skills analysis and training) that help you transition to a Millennial culture - one Millennials value, wants to work in and feel skilled to lead.

The Millennial Culture system also includes coaching for Gen X executives and managers in understanding who the Millennial workforce is, what they value and misperceptions that hold back culture change.

Once implemented, your Millennial-friendly organization should be aligned, more easily capture and retain top talent and cut attrition costs.



Janet Kieffer

Janet Kieffer has more than 25 years of consulting experience with leading companies in the Power, Engineering and Infrastructure industries. An executive strategist with a keen ability to distinguish emerging issues and downstream consequences, Janet identified the economic, cultural and workplace challenges the Millennial generation would present to companies as the largest global generation.

Her insights have been sought after by Electric Utility Consulting Inc. (EUCI), the American Public Power Association (APPA), Energy1 | Petro1 Asia and companies such as Petronas Energy, Schneider Electric, Centrica, Black & Veatch and others. Janet has authored two IEEE patents and has contributed more than 35 articles to industry publications. She holds a MA in Marketing with a specialization in Growth Strategy from the University of California, Berkeley. www.influencematterz.com