

KEY TRAITS OF GENERATION - Y



1 SOCIAL BUFFS

54% are hooked to brands on social media

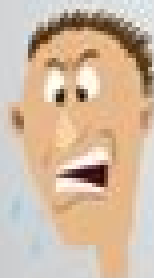
2 TECH GEEKS

52% influence their parent's buying decision for latest gadgets



3 EMOTIONALLY CHARGED

36% are emotional roller coasters who make decisions on the spot



18 30
YEARS OLD

4 CONNECTED TO PEERS

16 is the average number of co-workers Gen-Y is connected to on facebook



5 OWNER

5th most popular job title is owner for Gen-Y



Managing Generation Y

Jennifer Lynn Kilber



Managing Generation Y:

Not Everyone Gets A Trophy Bruce Tulgan, 2009-01-23 This book will frame Generation Y children born between 1978 and 1991 for corporate leaders and managers at a time when the corporate world is desperate to recruit and retain workers in this age group. It will debunk dozens of myths including that young employees have no sense of loyalty, won't do grunt work, won't take direction, want to interact only with computers, and are only about money. This book will make a unique contribution in four key ways. It will disprove the idea that the key to recruiting, retaining, and managing this generation is to somehow make the workplace more fun. To the contrary, Tulgan argues that the key to winning the respect of this generation and getting the best effort out of them is to carefully manage their expectations by never downplaying any negative aspect of a job. He will show managers how this Generation thinks transactionally in all negotiations. For them, it's about what they will do for you today and what you will do for them today, not tomorrow, not five years from today, but today. He will explain why they have no interest in tying their futures to your corporation. But he will also make clear that they do have a well thought out plan for themselves, one that requires that every job they take build up their skill sets so they become more valuable employees for someone else if and when you do not fulfill your end of the bargain or drag your feet in doing so. But most of all, it will explain to corporate leaders that for this generation, their personal life comes first, so that each job they take must accommodate itself to some need defined by their personal life. Tulgan argues that until you know the personal need the job can satisfy for a potential employee, you and the applicant may be talking past each other. Those needs are so beyond the imagination of most bosses that Tulgan devotes a third of the book to explaining how they affect the job decisions of this generation.

Managing Generation Y Bruce Tulgan, Carolyn A. Martin (Ph. D.), 2001 They thrive on challenging work and creative expression, love freedom and flexibility, and hate micromanagement. They are fiercely loyal to managers that are knowledgeable, caring coaches that can mentor them to achieve their goals. What does Gen Y expect from you? Ongoing research indicates that the fourteenth generation has expectations of their bosses such as: Provide challenging work that matters; Balance clearly delegated assignments with the freedom and flexibility to produce results in their own way; Reward accomplishments with increased responsibility; Provide ongoing training and learning opportunities; Establish mentoring relationships. Managing Generation Y is for those who want to become the employer of choice for the next cohort of young adults. Discover the Gen Y traits that pose the greatest challenges to managers, as well as the best practices you can implement now to keep these upbeat, techno-savvy workers focused and motivated.

Managing Generation Y in a Multigenerational Workplace Ryan Summers Ricks, 2010 The Baby Boomers are retiring and Generation X isn't large enough to compensate for the lack of manpower in the workforce. Generation Y will fill the manpower void and employers will need to effectively attract, retain, and manage them to stay successful in the future. Many Generation Y employees are quitting in the first year, and managers are finding it more difficult to retain them. This thesis offers discussion and analysis of

common problems associated with managing Generation Y employees and gives solutions and strategies to create a better work environment

Managing the New Generation Carolin Rekar Munro, 2014-10-31 This book is written to help managers and business leaders harness the talent and skills of Gen Y

Seven Tips for Managing Generation Y Jennifer Lynn Kilber, 2013

Gen Y Now Buddy Hobart, Herb Sendek, 2014-04-09 Strategies for managing the real Generation Y A new generation of workers is forcing employers to rethink the workplace Generation Y or Millennials bring new ideas innovation and energy as they enter the workforce AND their expectations and demands are unique In Gen Y Now top team leadership gurus Buddy Hobart and Herb Sendek explore all the myths about this up and coming generation and show you how Millennials can be your most creative motivated and loyal employees This book goes from demographic research to concrete practice explaining that Generation Y is more than we've been led to believe They value authenticity flexibility and recognition Using the strategies in Gen Y Now you can hire and retain these demanding workers and the payoffs could be huge Keep up with current trends and technologies to move your organization into the future Attract the best young talent in preparation for the mass retirement of Baby Boomers and Gen X Understand how demographic trends impact the way your intergenerational teams think Inspire motivation in Millennial employees reducing dissatisfaction and turnover costs There are 80 million Millennials and they are transforming the modern workforce Your organization stands to gain from Gen Y employee engagement if you know how to achieve it Gen Y Now contains the leadership strategies you need to manage and motivate the Millennial generation

Dealing with X, Y, Zs James W. Walker, Linda H. Lewis, 2009-12-15 This Element is an excerpt from Work Wanted Protect Your Retirement Plans in Uncertain Times ISBN 9780132354646 by James W Walker and Linda H Lewis Available in print and digital formats Surprising and important new insights into managing Gen X Gen Y and Gen Z Be attuned to the newer generations needs desires and styles just as savvy employers have responded to yours The Institute of the Future surveyed Gen X and Y individuals three quarters said job mobility was extremely important Of greater significance their desire for mobility within organizations helping debunk the notion that they're short-termers Yers can make longer term commitments when afforded opportunities

Not Everyone Gets A Trophy Bruce Tulgan, 2015-12-15 Adapt your management methods to harness Millennial potential Not Everyone Gets a Trophy How to Manage the Millennials provides employers with a workable game plan for turning Millennials into the stellar workforce they have the potential to be The culmination of over two decades of research this book provides employers with a practical framework for engaging developing and retaining the new generation of employees This new revised and updated edition expands the discussion to include the new second wave Millennials those Tulgan refers to as Generation Z and explores the ways in which these methods and tactics are becoming increasingly critical in the face of the profoundly changing global workforce Baby Boomers are aging out and the newest generation is flowing in Savvy employers are proactively harnessing the talent and potential these younger workers bring to the table This book shows how to become a savvy employer and Understand the generational

shift occurring in the workplace Recruit motivate engage and retain the newest new young workforce Discover best practices through proven strategies case studies and step by step instructions Explore new research on the second wave Millennials Generation Z as well as continuing research on the first wave Millennials Generation Y Teach Millennials how to manage themselves help their managers manage them and how to become new leaders themselves It s not your imagination Millennial workers are different but that difference is shaped by the same forces that make potentially exceptional workers Employers who can engage Millennials passion and loyalty have great things ahead Not Everyone Gets a Trophy is your handbook for building the next great workforce **Y in the Workplace** Nicole A. Lipkin, April J. Perrymore, 2009-07-15 Flip flops iPods MySpace Dude Instant Messaging Whatever happened to dress shoes sir ma am in person meetings and traditional work etiquette A workplace revolution is underway one that is stimulating new methods of thinking behaving communicating and doing business as Generation Y continues to infiltrate the workplace and influence corporate culture This revolution is lead by approximately 60 million Gen Yers the largest bloc to hit the workforce since the 72 million baby boomers Company owners and managers are worried because this generation has created its own unique culture and demands Y in the Workplace illustrates how the values attitudes and expectations of Generation Y have had an impact on corporate environments intergenerational functioning and management strategies To help this generation successfully transition into the workplace while creating a shared vision authors Lipkin and Perrymore provide you the manager with the following Psychological insight into the character of this generation Strengths and challenges that Generation Y is bringing to the workplace Coaching strategies and ways to harness their strengths minimize their weaknesses and illuminate their talents Hope about their abilities as supervisors and managers and about their positive impact on the future of your company Whether you are a small business owner manager HR professional or teacher working with Generation Y this book is a must read to gain insight into why this generation is the way it is how to help them become the best they can be and how to integrate them into your company and work with them **Managing Generation Y @ Workplace** ,2013

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solution the optical fiber consists of three main elements 1 transmitter an electric signal is applied to the optical transmitter

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systems it is useful to look at the block diagram of a generic communication system in fig 8 3a it consists of an optical

transmitter and an optical receiver connected to the two ends of a communication channel that can be a coaxial

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web a fiber optic communication system fulfills these requirements hence most widely accepted 2 general optical fiber communication system basic block diagram of optical fiber communication system consists of following important blocks 1 transmitter 2 information channel 3 receiver fig 1 2 1 shows block diagram of ofc system

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