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To Successfully Train; Baby Boomers And Gen X'rs Need To Clearly Understand Their Point Of View Their Own And The Millennials

Get More Information Here: [How To Adjust Your Safety Training For Millennials](#)

Disclaimer:



Presenters: Tony DeAscentis and
insights from Gabriel King



Objectives for today..

- Create a framework that you can build on
- Start thinking about stuff you know and stuff you thought you knew
- Create an understanding of what we all need to be successful
- Point you in the direction of valuable resources you can use at work

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Topics we will cover today..

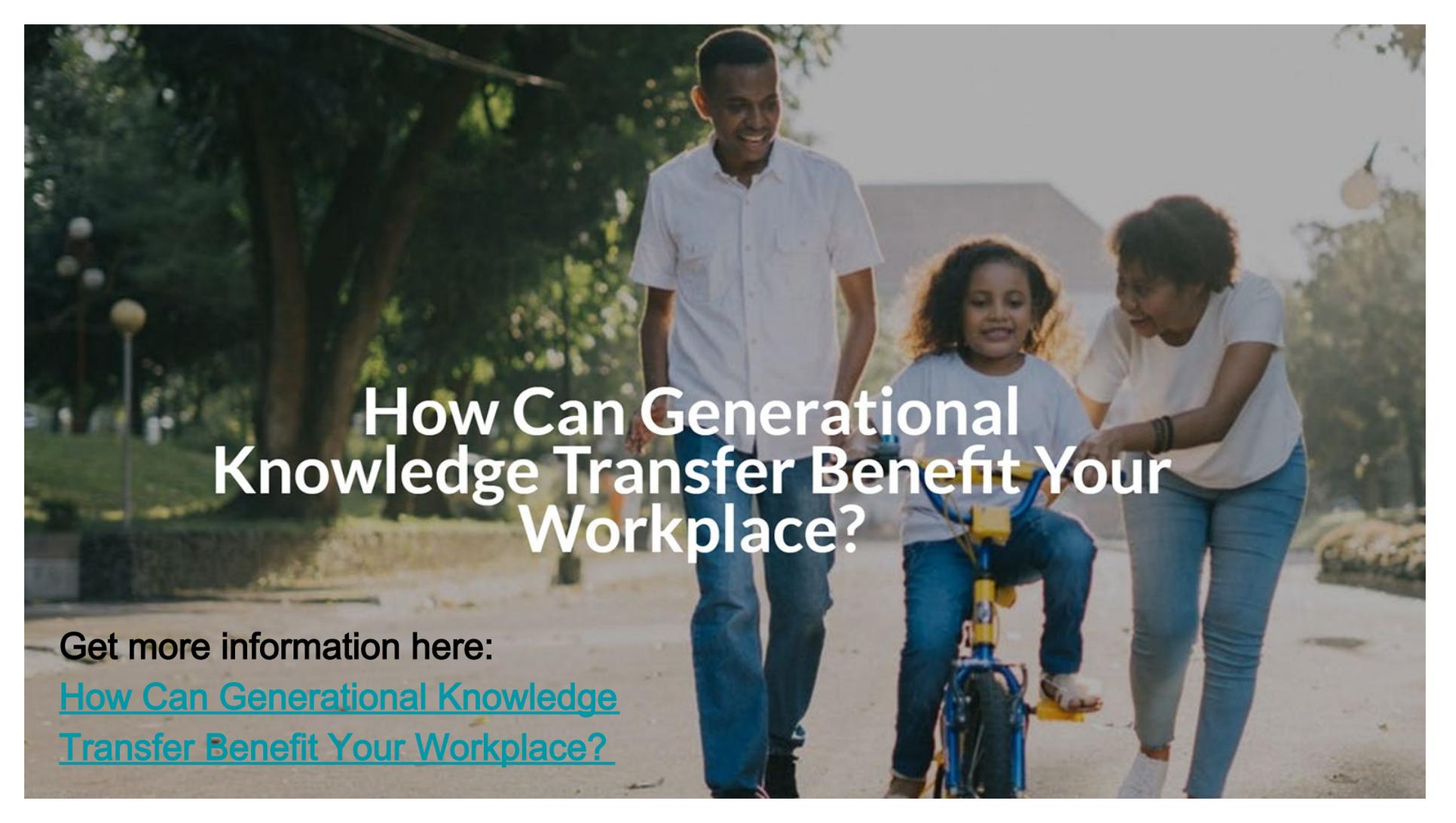
- What is generational knowledge transfer?
- Benefits of bi-directional mentoring style approach.
- Success depends on how well you understand the Millennial generation.
- What Millennials are actually looking for.
- Find Millennials who are ready to be trained and learn from other generations.



“The millennial generation already represents more than a third of the American workforce that number will rise to 50% by 2020 and will rise to three-quarters by 2025.”

Forbes

Workforce 2020 what you need to know.



How Can Generational Knowledge Transfer Benefit Your Workplace?

Get more information here:

[How Can Generational Knowledge Transfer Benefit Your Workplace?](#)



What Is Generational Knowledge Transfer?

The knowledge that's passed from generation to generation,
ranging from common and simple to complex.

Tip:

When asking multi generations to transfer knowledge. Give a balance of topics to work on from simple common sense type topics to complex problem solving topics.

Knowledge Transfer Won't Work If It's Always One Way



Tip: Create a bi-directional mentoring/coaching program

Wrong way:

Hey you work with him, show him how to do it.

Right way:

Clearly explain why you are setting up the mentoring/coaching connection between the to specific people.

Benefits Of A Bi-Directional Mentoring:



- Allows for a more personal interaction and a one-on-one learning environment.
- A lot can be learned this way when two or three employees are assigned to work together to learn new techniques and approaches that benefit their jobs and encourage safety best practices.
- This environment opens more opportunities to ask questions and to experience a personally tailored learning session.
- Pair up employees who have similar jobs but different backgrounds. Watch the collaboration that occurs. Constructive, engaged employees will really thrive.

Boomers vs. Millennials @ Work

ATTENTION SPAN

thecooperreview.com

boomers



I only have
5 minutes

millennials



I only have
5 seconds

COMMUNICATION



Tips For Finding Millennials Who Are Ready To Be Trained And Learn From Other Generations

Look For Millennials Who Are....

25 MUST-HAVE'S TO ATTRACT MILLENNIALS TO THE MANUFACTURING INDUSTRY



PERKS 1

Providing workplace perks is essential to appeal to millennials, especially with the integration of workplace amenities and perks in some of the fastest-growing companies today.

2 INTIMATE WORK ENVIRONMENT

An intimate work environment helps to make some individuals more comfortable when working, especially in smaller groups. Showcasing an intimate workplace environment appeals to a much broader group of potential new employees.

PERSONABLE/NOT A NUMBER 3

Millennials will be treated with respect and as a person, not as a number. Talking to potential candidates directly and individually while being personable is a way to help make any workplace more appealing to work in.

4 FEEDBACK: FAST & FREQUENT

Having the ability to provide fast and frequent feedback is also necessary when appealing to a younger demographic who may be new to the industry but not new to technology altogether.

CONTINUOUSLY CHALLENGING 5

Creating a continuously challenging work atmosphere and environment is also important if you are looking to hire the very best millennials in the manufacturing industry today. Those who work hard and are brilliant at their jobs require challenging projects and new ideas to keep them interested in their positions.

6 TRUSTWORTHY & ABILITY TO EARN TRUST

Having a positive reputation and the ability to earn trust is also imperative when looking to hire millennials who are not as experienced in the manufacturing industry.

ROADMAP OF CAREERS AVAILABLE 7

Offering a roadmap of potential careers available is another method of attracting new millennials to any type of positions you have open for hire. The more opportunities you have available, the easier it becomes to recruit new trainees in any line of work.

8 MEANING AND PURPOSE

Meaning and purpose with your company's goals and objectives is also important to many millennials who are seeking a position with a company they trust and respect.

CHARITIES AND OTHER PROGRAMS 9

Implementing charity events and other donation drives or giveaways is also appealing and builds workplace morale.

19 JUST BECAUSE YOUR DAD DID IT DOESN'T MEAN I WILL

The manufacturing industry has evolved, and it is important to do so by updating your workplace environment, rules and regulations, as well as the type of work you demand of employees to keep those you hire satisfied.



OWNERSHIP & RESPONSIBILITY; NOW SOCIETY 18

Taking ownership and responsibility as a corporation and protecting employees is another way to quickly fill positions you have available, regardless of the skills necessary to complete the jobs.

17 IMPROVED BEYOND P&L STATEMENTS

New professionals in the manufacturing industry want to go beyond profit & loss statements. Be sure to have goals and objectives other than "the bottom line" to build a great team of employees who are genuinely invested in growing the company as well.

COLLABORATIVE CREATIVE THINKING 16

Creative thinking in your workplace should always be possible and allowed, especially when you want your employees to grow and thrive with their jobs. Collaborative creative thinking is a way to find even better solutions for problems encountered daily.

15 INTERACTIONS WITH MANAGERS

Interactions with managers should always be clear, professional, and positive to encourage similar behavior in the workplace while attracting more professionals to work for your company.

MENTORING PROGRAMS AND OPPORTUNITIES 14

Providing mentoring programs and opportunities is another way to attract millennials to apply for available positions you have open.

13 SENIOR MANAGEMENT STYLE

It is also important to continuously monitor and change your senior management style to fit with what works best for the entire workplace. Ensuring senior management is not too overbearing or under-qualified is a way to keep new hires happy.

WORK/LIFE BALANCE 12

Many millennials who are looking for work also prioritize a work and life balance. Ensuring a work/life balance is possible for new recruits is a must to keep employees from becoming unhappy or looking elsewhere for positions.

11 FUN AND SOCIAL

Making a workplace fun and social is a way to attract millennials who are seeking positions that are traditional within the industry with modern standards. Offering snack and break rooms along with games for breaks can help to drastically change the overall atmosphere of any place of work.

CONNECTIVE ENVIRONMENT 10

Offering a connective environment where others can easily communicate and feel "at home" is also a way to boost workplace morale and efficiency.

AVOID DISGUISES 20

Avoid using fake personas when presenting your workplace, its atmosphere, as well as the positions available to come across more authentic to individuals considered millennials who are interested in open positions you have available.

21 DON'T INSULT INTELLIGENCE

Don't insult intelligence or patronize anyone interested in working for your company, regardless of age. Patronizing and insulting an individual is the quickest way to lose their interest in the position you may be offering.

KEEP IT SIMPLE, CLEAR, AND DIRECT 22

Talking simple, clear, and direct is a great way to connect with a younger crowd who is just getting into the manufacturing industry or hoping to build a career for the future.

23 STRAY FROM CORPORATE KOOL-AID

Be sure to stray from "drinking the corporate Kool-Aid" if you want to appeal to a younger demographic when hiring. Avoid promoting your company with a safety approach and instead, keep it genuine.

SOCIALLY CONVERSATIONAL 24

Being socially conversational is also a way to attract more millennials who are seeking work in the manufacturing industry, as it helps them to feel more comfortable and acquainted with their surroundings in less time.

25 DON'T BE BORING

Avoid being a boring manufacturing plant or business by rebranding your company and how it appeals to those you want to hire.

THERE'S NO REASON WHY MANUFACTURERS CAN'T ATTRACT MORE MILLENNIAL TALENT. THIS GENERATION IS LOOKING TO BE CREATIVE AND LEAVE THEIR MARK. OPEN UP THE DOOR TO THEM!

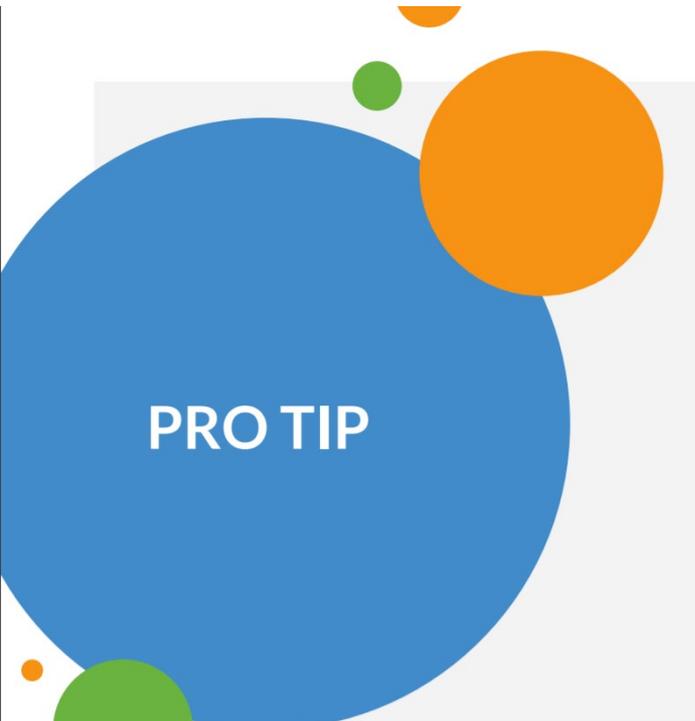


Millennials Need A Few Things

If you are putting Baby Boomers and Gen X's in a position to transfer knowledge to Millennials it is up to you to make sure they understand that:

Millennials are actually looking for all of the following:

- Structure
- Leadership And Guidance
- Encouragement
- People That Will Listen
- To Feel Capable And Confident
- A Sense Of Belonging

A decorative graphic on the left side of the slide consists of several overlapping circles in blue, orange, and green, set against a light gray background. The text "PRO TIP" is centered within the largest blue circle.

PRO TIP

Millennials in the Workplace: A Helpful Guide

[PLAY](#)

Millennials Ready To Learn

Look For Millennials Who Are #TechFriendly

TIP:

Keep an eye out for millennials who are knowledgeable about a variety of technologies. When your company provides, right tech tool for the job, expect them to use it while at the same time accept other methods that add value.

Situation 2: Scheduling

[PLAY](#)

Millennial ready to work, in your environment.

Look For Millennials Who Are Ready For **#Adulting**

TIP:

There are 75 million millennials who joined the workforce in 2015. All of them are on the path to adulting. What does that mean for you? It means there are a lot of millennials on their way to wanting a job from you.

Situation 3: Upward Mobility

PLAY

Millennials Ready To Learn

Look For Millennials Who Are #motivated

TIP:

Take advantage of this trait by giving your employees an outlet push their skill levels. Make sure they know what is expected as part of their job. Recognize the above and beyond.

Situation 4:

Getting Creative!

PLAY

Millennials Ready To Learn

Look For Millennials Who Are **#creative**

TIP:

Look for millennials who “think outside the box”, “get creative” to problem solving. However, keep an eye out for millennials who don’t apply their creative skills in the right way. It’s a balance that not all millennials understand.

Resources / Quick Reads and more Tips:

Visit www.vingapp.com for more information:

- Blogs
 - [Can Diversity Training Help Your Multigenerational Workforce?](#)
 - [3 Simple Rules For Managing a Multigenerational Workforce](#)
 - [Simplifying Your Training Needs For A Multigenerational Workforce](#)
 - [How To Adjust Your Safety Training For Millennials](#)
 - [How Can Generational Knowledge Transfer Benefit Your Workplace?](#)
 - [Multigenerational Training Activities To Engage Everyone In Safety](#)
 - [How personality Differences Between Generations Change Training](#)
 - [These Myths About Millennials Could Be Holding You Back](#)

- Infographic
 - [9 Ways To Optimize Your Multigenerational Workforce](#)
 - [Who Makes Up Your Workforce](#)
 - [2 Major Events That Changed Safety For Each Generation](#)
 - [3 Ways To Successfully Lead A Multigenerational Workforce](#)



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Key Take Away:

People are People we all want and need a lot of the same things.

Some of us just need a little more or less depending on who we are and what we are working on.