

Millennials: Making a Difference For Everyone

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*Millennials & Management:
The Essential Guide to Making it Work at Work*
@LeeCaraher

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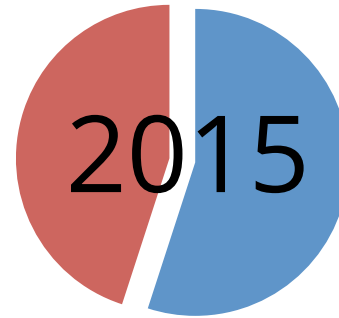
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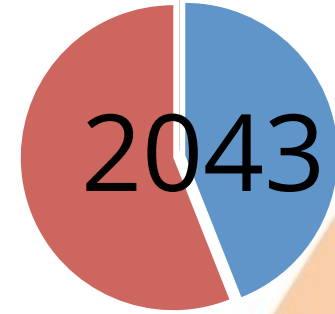
Millennial Mindset



Millennial Advantages

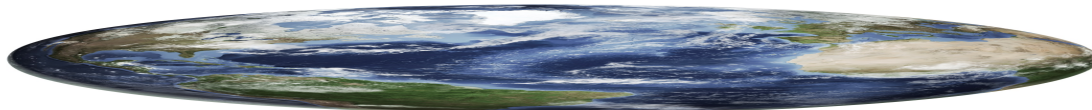


**45% Millennial Adults
Are Non White**

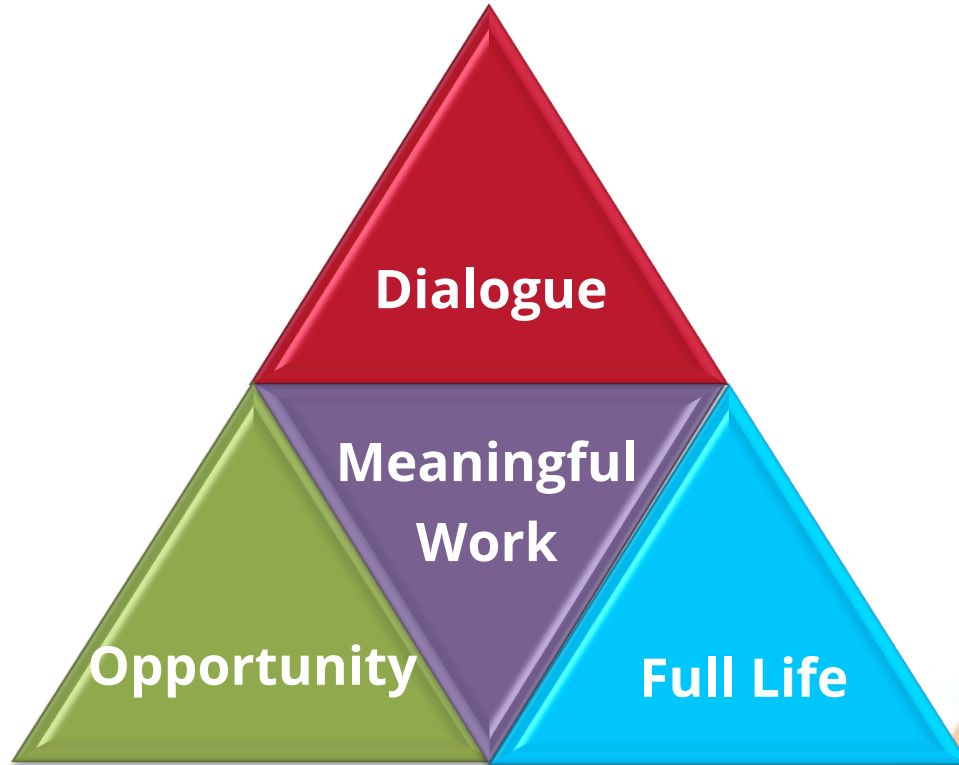


**Majority of Americans
Non White**

Opportunity



Millennials At Work





Everything That Works For Millennials Benefits GenXers & Boomers



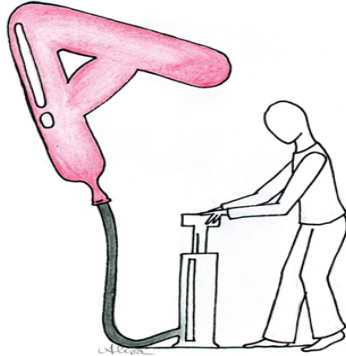
Making Change in a Hierarchy

- **Do it their way first**
- Make sure you understand **dependencies**
- Who's **invested** in the way it is?
- Ask to **co-create** a more impactful method
- Demonstrate the **exchange** in a new way



Don't Fall Into Generalization

Trans



Drive Out Ambiguity Wherever It Is

- The Time Warp Always Gets Us in Trouble
 - When is end-of-day?
 - When is later?
 - When is tomorrow?
- Be Specific
 - What do you need? In what format? For what purpose?
- Give Direction Early and Often
- Don't Know? → ASK

Never

Get and BE a Mentor

Drive The Relationship

Ask For Experience Shares

**Read What Your Mentor
Reads**

Ask What You Can Do



Appreciated Teams Outperform



THANK YOU!



3:1

- Don't underestimate the power of "Please" and "Thank You"
- The pass-along "Thank you"

Context Is King Kong



Don't Assume

Start With Why

**If You Catch Yourself
Saying Should.... STOP
and Start Again**

Millennials Impact

**Capable
Confident
Contributors**



CHANGE MAKERS

Go To It!!!



THANK YOU!

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