Insights into how to most effectively prepare Millennials to Lead
Start Here:
What Millennials Love...

Millennials love solutions that are applicable and tangible.

Applicable Training

Millennials Want Training They Can Use

Millennials are very pragmatic. They want to work on things that matter. If you want to irritate a Millennial, just show them some training slides that are all theory and hard to apply to their jobs. You’ll hear comments like, “This doesn’t help me.” In a reality, they are correct.

Create training that introduces them to skills they can use in order to advance right away. Giving them a hands-on experience to skills they can use to ‘make things better’ is critical for this hands-on generation.

Make sure your training content introduces skills that are easy for them to apply to their jobs.

Tangible Training

Millennials Want To Get Their Hands Dirty

Giving this hands-on generation the capability to try, learn, and apply your training content is golden. This generation lives by the ‘let’s try’ and don’t fear failure like previous generations.

Creating a contemporary learning environment where they can touch, play, and apply your training content will produce far greater engagement. Challenging training participants to apply your training content and see tangible business results from decisions is critical. This creates training that is tangible, applicable, challenging and engaging.

Make sure your training offers the ability to try it out.
How Can The Training Build Tomorrow’s Leaders?

Challenge the participants to live above their grade.

Topics Align With Strategy
When you create your applicable and tangible training solution, make sure it demonstrates an impact on the business strategy and outcomes. How does utilization of your training content effect Market Share, Net Profits, ESAT/CSAT scores, etc. Make sure it’s strategic.

Partner With Leaders
Partnering trainees and leaders within the same training program is exceptionally valuable. Putting both participants into real-life business challenges that have to be solved utilizing your training content will challenge and help both parties grow. This is an exceptional opportunity to demonstrate to the budding manager the real challenges leaders face on a given day.

So Far: Make your training applicable, tangible, and aligned with the strategy
Aligning Training With Corporate Strategy

Making training more strategic than ever.

**Business Acumen**

When managers better understand how an income statement works, they can make better decisions. Better yet, if managers understand how THEIR income statement works, they can make even better decisions. Understanding business fundamentals quickly aligns employees with the corporate strategy. Giving managers the opportunity to take action where they can see an immediate impact on the financials and business as a whole is fantastically valuable.

**Strategic Execution**

Training becomes exceptionally valuable when it helps speed up the process of executing a corporate strategy. For example, if the strategy is to "grow revenue per customer by 8% while maintaining current cost structures," training should align with this in order to speed up the process of getting there. All managers should think about how it helps the CEO execute his or her strategy.

**Leadership Development**

Effective leadership is absolutely critical inside large enterprises. All manager training should assume it needs to expose managers to what makes an effective leader within the organization. Training should not only state the leadership expectations, but it should go further and demonstrate why it’s important. In reality, it is best if the participants can emotionally experience why effective leadership is critical to the organization.
How to Make Training Content Stick

The best way is to ‘make it real’ (Applicable).

Effective Ways To Increase Retention:

1. Teach Others:
   It’s time for you to get creative. Giving participants an opportunity to teach others works exceptionally well. How about the idea of introducing your training content and then having participants present for 5 minutes to the group on what they learned and how they’ll use it. Very easy and effective!

2. Practice By Doing:
   It’s time to get the participants ‘playing’ with your training content. You can create exercises that enable the participants to practice working on real-world assignments that have causes and consequences. Letting the participants ‘fail’ at scenarios in a safe environment is a great way to encourage safe and effective practice. Just make sure it demonstrates an effect on the business and strategy.

3. Discuss the Content:
   This one is easy. In general, giving plenty of time for mangers to discuss what they are learning, its applicability to their work, and to the strategy is critical. Participants need time to think about and discuss the content.

4. Demonstrate It:
   This can be a little trickier so its best to try and focus on the other two. Using your creativity, you can think of a way for participants to do a little ‘show and tell’ of what they’ve learned. Maybe a demonstration of how they are going to use it. Similar to teaching others, but with a slight twist.
Making Training Applicable

If it matters to them, they’ll listen.

Let’s make it applicable:

1. Demonstrate the impact on the strategy
   When participants ‘play’ with your training content (remember, they need to learn by doing!), they should see how each decision impacts the financials and corporate strategy. If participants can experience the impact of the business and strategy, it becomes very real.

2. Demonstrate relevancy to their job
   How does this training content make them better at their jobs? When participants ‘play’ with your training content, they should see how their skill will make them better. Managers naturally want to do better and grow. Demonstrating (by practicing) how the skill accomplishes this is priceless. The training content quickly become relevant for them.

3. Demonstrate why it’s applicable to both
   Of course, we know that if managers are better at their jobs, this is important to the strategy. But you’d be surprised how managers live in a silo and aren’t able to ‘feel’ how their role fits in and impacts the enterprise as a whole. When participants ‘experience’ how the training content impacts their jobs and the corporate strategy, employee value is immediately supercharged due to a clear understanding.
How This All Gets Done

Training that will help Millennials become leaders.

The 3 Tips To Implement:

1. Create action learning where decisions have a measurable impact
   After introducing participants to the training content, give them a chance to take action that has an impact. Increasing time spent doing performance reviews increases employee satisfaction, but also reduces the manager’s time to focus on other things. Or how about increasing R&D increases costs, but also increases customer satisfaction scores. Just make sure they can play with your content and it will have an impact.

2. Let participants practice and fail
   In general, as trainers, we are usually over-concerned with making sure the participants ‘feel’ good and are positively reinforced. But, you should also give them an opportunity to try, fail, and eventually prevail. This is the ‘flow’ of basic game theory and is the reason games are so addictive. Add some challenge to your action learning. Your CEO will love it.

3. Give participants a day in management’s shoes:
   Really want to make a Millennials love your action learning? Give the participants a day in the CEO’s shoes! The participants will be exposed to enterprise collaboration, business acumen, leadership, employee needs, customer needs, investor needs, time management, etc. The list really goes on and on. When managers see the enterprise from the perspective of the CEO, they understand the whole machine better. Integrate a little of the CEO’s perspective into your action learning and it will be much appreciated.
It’s Now Time To Summarize

Let’s review what was covered.

Creating NextGen Leaders

Applicable Training- Create training that helps Millennials be more effective at their specific jobs. Additionally, creating training that demonstrates why this is important to the business is equally important.

Tangible Learning Methods- Create strategic, hands-on training. High level slides with lots of theory won’t work. This generation wants to practice, fail, learn, and improve. Failure is not a big deal to them.

Align Training With The Strategy- Align the applicable and tangible training around the corporate strategy. This will demonstrate it’s important and set them up for stronger leadership.

Strategic Applicability

1. Leadership Development - Companies spend significant time building leadership competency models, management skills, assessment skills, etc. Leadership Development Simulations help apply leadership, business, and strategy into one program.

2. Business Acumen - Understanding basic business acumen is important. Understanding business acumen specific to your company is even more important. Business Simulations give participants hands-on experience.

The 3 Tips to Execute

1. Create action learning where participants can experience the tangible impact of the action they are taking. Example: Increasing R&D increases expense and increases customer satisfaction.

2. Let participants fail. Don’t be scared to let managers fail in your action learning. This is a very natural and important part of the learning experience.

3. Give participants a day in the CEO’s shoes. This will increase their enterprise-wide perspective which your the training participants will appreciate.
About Simulation Studios

We love business simulations and action learning.

Contact Us for More Information

Using Business Simulations and Gamification can achieve the following:

• Become more critical to the corporate strategy
• Create 'buzz' about your business alignment/training/leadership programs
• Demonstrate the importance of leadership behavior on the business
• Fundamentally challenge your employees like never before
• Continue to build the reputation of your organization as cutting-edge

The end result is rapid positive change, and a more engaged workforce. Best of all, SimStudios custom solutions are 100% license-fee-free and guaranteed to excite.