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# Next Gen Managers

As the millennial generation grows in the workforce, managers and leaders are required to adapt to the changing expectations, ideal work environment and team dynamics. With a significant change in demographics in a workplace comes an adjustment to the generational differences.

The millennial generation has a strong desire for feedback. There is an underlying need to be recognized for a job well done and receive approval from leaders and peers when meeting and exceeding expectations. On the other hand, constructive criticism is also important so growth and improvement can be established in a positive manner. Their natural desire to prove themselves can make them eager and productive team members. When a leader is able to identify how a millennial will respond to certain tasks and assignments that leader can adapt the

roles and allocation of responsibilities accordingly. By adapting to varying personalities, trust and loyalty can be developed between team members which creates an overall productive and pleasant work environment

Feeling like a valuable team member is important when it comes to the millennial generation as is the need to be part of an organization that has a strong company culture. Company culture is often a motivating factor for efficiency. When an individual believes that the company that they work for fits with their own principles and lifestyle they are more motivated to contribute in a positive way. With the feeling of being part of a company with a strong culture comes the potential desire for growth and advancement. Some millennials strive for a position where they can be a leader and a mentor. A millennial

may initially struggle in a leadership role depending on the varying demographics in a workplace. As a young leader it is important to establish trust within a team and by doing so, age becomes a factor that is not considered important. A leadership team that is considered “young” will be able to contribute fresh, innovative ideas and lead an organization to future success, but it is imperative that the trust and relationships are built and maintained for growth and achievement.

A successful option for creating and sustaining trusting relationships, which is affected by overall employee morale, is taking part in regular team building exercises. These exercises may be out of office activities as well as brief weekly team check-ins. It is an activity to encourage communication, build trust and increase collaboration. A millennial is not satisfied with a 9-to-5 desk job, which is why







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a career in property management may be very appealing. Therefore, interacting with team members for regular team building activities would be considered a valuable tool.

Flexibility in a career is expected by millennials as they are results-focused and would not be satisfied being tied to a desk for hours on end throughout the workday. Balance between personal and professional life is important to millennials, which may attract more millennials to the property management industry. Technology has an impact on the ability to achieve a work-life balance as teams have access to many tools that allow them to communicate and respond quickly and easily from wherever they are. The millennial generation has the skills and desire to utilize the advancements in technology and allowing them to do so will be a key factor in increasing career satisfaction. ■

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