



SOPHIA ASSOCIATES

Awakening Leadership Within



MILLENNIALS ARE COMING

Meet your future boss!

Start now to develop a new generation of leaders.

What we know about the Millennial or Generation Y:¹

- ☞ Accustomed to receiving information quickly and from multiple sources in real time and processing it immediately.
- ☞ Like to parallel process and multitask — i.e., listen to music, talk on the phone, and answer email all at the same time.
- ☞ Prefer to look at graphics and then maybe read the text.
- ☞ Like to work in peer groups.
- ☞ Are more learner-centered with teacher as a guide.
- ☞ Have little tolerance for delays; expect Web pages to load immediately; generally respond quickly to email.
- ☞ Prefer to “construct” their knowledge from experiences.
- ☞ Prefer to interact with peers.
- ☞ Tend to be more visual and kinesthetic learners.
- ☞ Are flexible, adaptable, and comfortable with the uncertainty that characterizes their change driven

Our Millennial learning services and coaching are designed specifically around the way Millennials think and interact. You get timely and talent-driven learning with a focus on supporting job roles, developing leadership skills and addressing critical talent gaps as a response to your business needs. With corporate strategic objectives as the compass our program includes:

- ☞ A year-long strategic learning program based on intact groups of millennial learners
- ☞ A series of half-day skill-building workshops that are highly interactive and based on real business needs and role support
- ☞ A bi-monthly coaching session for each intact group that builds on skills training by providing a forum for real-time airing of challenges and peer support
- ☞ Peer-to-peer coaching is taught to each intact group generating new leadership behaviors and coaching skills throughout the organization
- ☞ The option of using **interactive computer simulations** that aligns with this generation's requirement for technology for high impact learning that increases engagement and maximizes learning retention and skills application

Contact us for a consultation on what you can do to develop your next generation of leaders!

¹ Forrester Research - September 30, 2005. *Get Ready: The Millennials Are Coming! The New Workforce Has Its Own Work Style And Skills* by Claire Schooley with Connie Moore, Erica Rugullies, Laurie M. Orlov, John Ragsdale, and Lucy Fossner