



## **YOUNG TALENT RPM™: THE FAST TRACK TO RETAINING, PROMOTING AND MOTIVATING YOUNG TALENT**

This 3 day program is designed to provide managers, supervisors and leaders with the tools they need to engage, manage, develop and retain young talent. The program is customized to fit the organization's needs after an assessment of the culture and goals are done via interviews with identified leaders, managers, and young talent. The program begins with a comprehensive introduction of the DNA of Generation Y and then focuses on three main business areas: Engagement of Generation Y Employees; Management of Generation Y Employees and Development of Future Generation Y Leaders. The following outlines the sections of the program:

- A. **The DNA of Generation Y:** Provides participants with an understanding of the influences that have shaped this generation to bring a different set of attitudes, values, expectations and behaviors to the workplace. Armed with this insight, participants are better equipped to engage, manage, develop and retain their young talent. This introduction includes the following topics:
- 1) The State of the Workplace
  - 2) The Generational Makeup of Today's Workplace
  - 3) The DNA of Generation Y
    - Social & Global Influences
    - Environmental Influences
    - Technological Influences
    - Psychological Influences
  - 4) How it Plays out in the Global Workplace-Strengths and Challenges
- B. **Engaging Generation Y:** Participants will develop a clear action plan to apply to their organization regarding organizational, managerial, team and peer engagement strategies for their young talent. Strategies and solutions are provided for different types of workers, based on their level of engagement. The engagement portion of this program includes the following topics:
- 1) Foundations of Engagement
  - 2) Attracting Talent to your Organization
  - 3) Hiring Processes
  - 4) Engagement Processes and On-Boarding
    - Managerial Engagement
    - Peer Engagement
    - Team Engagement
    - Organizational Engagement
  - 5) The SLAM™ Method of Engagement
  - 6) Retaining Generation Y Employees
  - 7) Engagement/Disengagement Strategies for Different Types of Employees
  - 8) Incorporating Organizational Values and Purpose into the Engagement Strategy

- C. **Effectively Managing Generation Y:** Participants will be given a toolbox of managerial strategies and solutions for improving their managerial relationships and for dealing with different issues often faced when managing Generation Y employees. Managerial topics include:
- 1) Improving the Manager/Employee Relationship
  - 2) Effective Strategies for Managing Generation Y Employees:
    - Motivating and Inspiring
    - Managing Expectation and Demands
    - Managing Intergenerational Communication Differences
    - Improving Self Management and Accountability
    - Managing Workplace Informality
    - Conflict Management
    - Improving Customer Service and Organizational Service
- D. **Developing Your Future Generation Y Leaders:** This section of the program is specifically designed for managers/leaders that have or are in need of identifying the future leaders of their company to strengthen their leadership pipeline. Leadership development strategies and plans are discussed and action plans are developed in order to effectively groom identified young talent for future leadership positions. Topics include:
- 1) Identify your emerging leaders
    - Who they are
    - How do you identify them
  - 2) Considerations in Leadership Training and Development
  - 3) Developing High Impact, Emotionally Intelligent Leaders
    - Discovery
    - Emotional Intelligence
    - Mentorship
  - 4) Aligning the culture
    - Organizational culture strategies
    - Creating a “generation” friendly organization
  - 5) Derailment