

Please be seated in the following area:

Front of Room

Millenials 1980 - 1993	Gen X 1960 - 1979
Boomers 1943 – 1959	Matures 1909 – 1942

The Future of the FM Workforce

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Thursday, March 6, 2008

This is an interactive session...

Your participation is what will
make our time together valuable
and worthwhile!

Let's talk about your expectations:

- Why are you here?
- What do you hope to get from this session?

Let's Talk Generations

4 unique generations in the
workplace

Let's Talk Generations

Matures 1909-1942

- Traits
- Characteristics
- Values

Let's Talk Generations

Boomers 1943-1959

- Traits
- Characteristics
- Values

Let's Talk Generations

Gen X 1960 - 1979

- Traits
- Characteristics
- Values

Let's Talk Generations

Millenials 1980-1993

- Traits
- Characteristics
- Values

HOLY COW!!!

How can we manage all of this?
Please tell me this is as
complicated as it gets...

Let's Talk Careers

Three Unique Career Paths

- Degreed
- Ladder Climber
- Career Wanderer

Let's Talk Careers

Degreed

- Fairly self explanatory
- Mostly Millenials and tail of Gen X

Let's Talk Careers

Ladder Climber

- Started as entry level
- May not have a degree
- Climbed ranks of organization

Let's Talk Careers

Career Wanderer

- Started in entirely different job capacity
- Shifted throughout an organization
- Ultimately “stumbled” upon FM

Let's Talk Careers, Part 1

A little bit about my career path...

Let's Talk Careers, Part 1

Now let's discuss some of your paths...

Career Wrap up

What was the purpose of all this?

Group Discussion

Remember, this is interactive!

Please chime in!

Group Discussion

Scenario 1

Your organization is hiring a 22-year-old with a facilities degree.

What are your reactions...BE
HONEST!!!

Group Discussion

Scenario 2

Your organization is hiring a 45-year-old career wanderer with a degree. What are your reactions...BE HONEST!!!

Group Discussion

Scenario 3

Your organization is hiring a 52-year-old ladder climber with no degree but 25 years of experience. What are your reactions...BE HONEST!!!

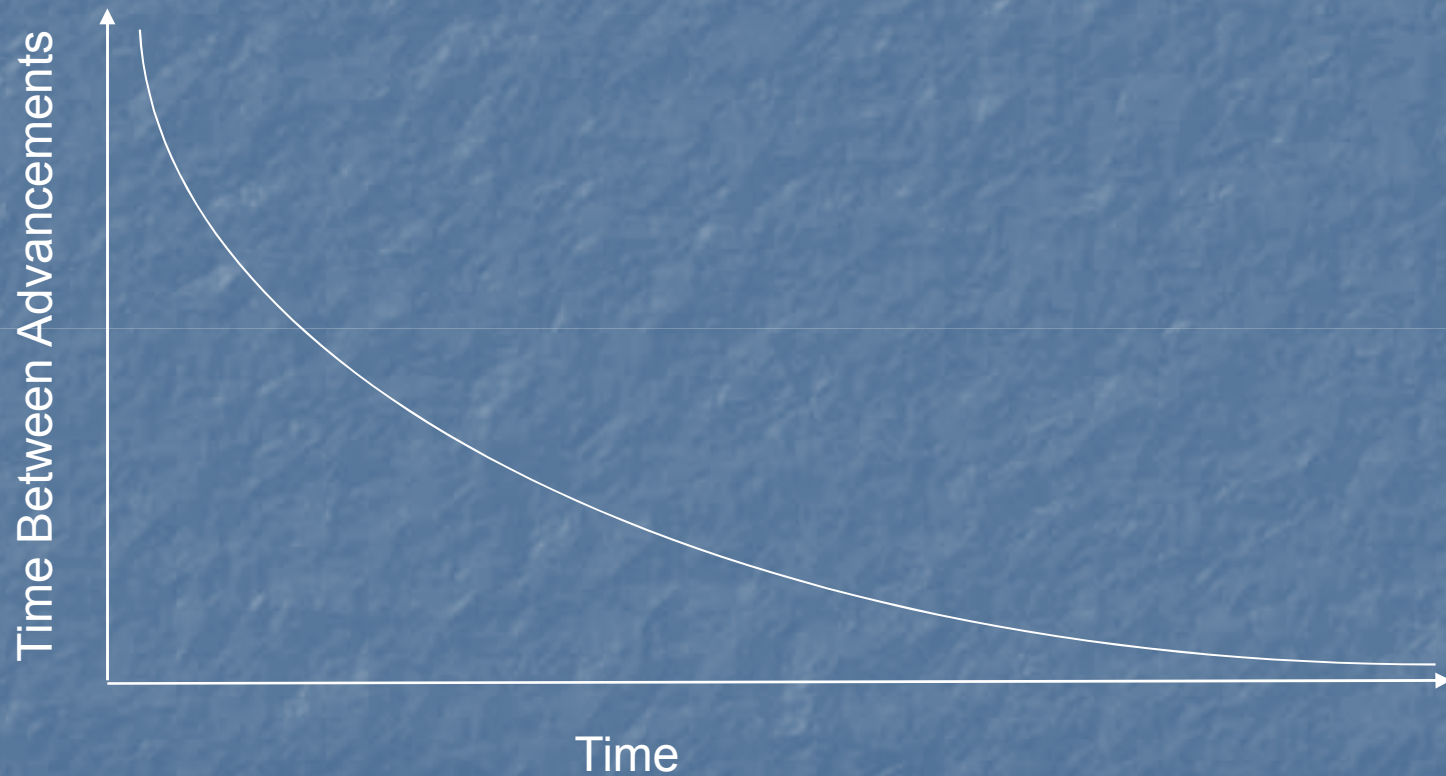
Generation/Career Recap

- Multi tiered issue
- Earn way vs. not wanting to wait
- $A=B, B=C, \text{ therefore } A=C$
- Two way street, understanding and communication

Why Focus on Millennials?

- Size
- Need
- Future

Time Between Technological Advancements



Attracting Millennials

MSNBC Article:
Perks to Millennials
Reader Reactions

Attracting Millennials

What are your reactions?
Given generational differences,
what might work?
Again, BE HONEST!

Attracting Millennials

There is no doubt that money talks, but it is not necessarily the loudest voice in the room...

Retaining Millennials

Play off Generational Cues

- Teaming
- Technological acumen
- Multi-tasking
- Boundless energy

Retaining Millennials

Growth Opportunities

Retaining Millenials

Broad Experiences

Retaining Millennials

Networking (professional and personal)

Capitalize on affinity for networking

Retaining Millennials

Mentoring (professional and personal)

Retaining Millennials

Further Education/Certifications

Retaining Millennials

Work/Life Balance

Looking to de-stress, not always
have Blackberry in hand

Retaining Millenials

Above all, recognize good work
Always looking for feedback

Let's Talk Careers, part 2

A short story about how I got to
where I am...

The Future

126 Graduates Last Year
What are they in line for???

Wrap Up

We discussed:

- Generation and Differences
- Preconceptions
- Attracting Millennials
- Retaining Millennials

Closing Thoughts

A unique slideshow entitled "Shift Happens"...take these nuggets of information away with you to think about.

Thank you for your time!

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Come get a card!