

## PROGRAM OVERVIEW

---

# Transitioning to Leadership Program:

## How to Effectively Move Your Millennial Employees Into Leadership Roles

Presented by:

Camille Smith

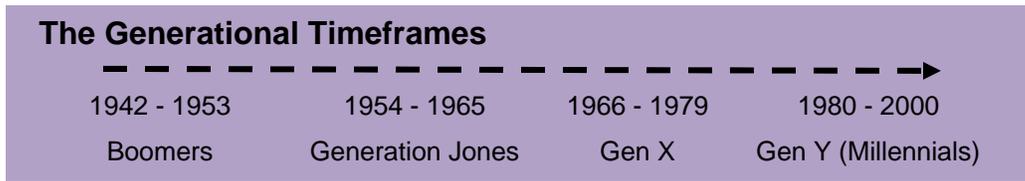
President, Work In Progress Coaching  
25-Year Executive & Leadership Coach

Lisa Orrell, CPC

The Generation Relations Expert  
Speaker • Leadership Coach for Millennials  
Author of “Millennials Incorporated” & “Millennials Into Leadership”

## Transitioning to Leadership Program: How to Effectively Move Your Millennial Employees Into Leadership Roles

Whether we are in an economic downturn or an upswing, we know “this too shall pass”. We also know that if we only focus on the situation at the doorstep, we’ll be blindsided by what’s coming down the street. What’s coming? A systematic labor shortage is expected to transform the workplace over the next 25-30 years as the gap between baby boomers and entrants of college-educated workers widens due to the boomers’ mass retirement. The U.S. is facing a labor shortage of 35 million skilled and educated workers. (Source: Employment Policy Foundation, “Future Labor Skill Shortages Jeopardize American Prosperity”, October, 2001.)

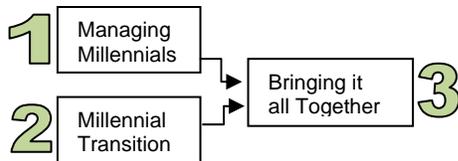


The shortage will become more apparent over the next 5 years now that the oldest boomers have reached 65 years old. What will this shortage mean for your industry? Your organization? What will be the new rules of business? Which ones will you invent? Companies who are anticipating this shortage are taking strategic action now to groom and develop their workforce, particularly their 20-somethings, to be masterful at communication, managing change and adept at collaborating with all generations.

**What’s makes YOUR bottom-line? YOUR people do.** As the Millennial (aka: Gen Y) employees within your organization reach their mid-to-late 20’s, they will begin to enter into management and leadership positions. How can you effectively help them with this transition to ensure success for them and your company?

To work well together, the generations must get over themselves and get on with each other. Successfully building these relationships is fundamental to effectively moving Gen Yers into leadership roles and growing your organization. This is the purpose of the Transitioning to Leadership Program.

Developing people is not discretionary – it is essential. Concerned about your bottom line? Replacing talented people is very expensive. If you don’t develop your **entire** workforce, especially the Gen Ys, your competition will be in your parking lot giving them a ride to their next job.



To help your organization develop your future leaders and groom them for greatness, we offer the Transitioning to Leadership Program – a phased approach that will guide your Boomer, Generation Jones and Gen X managers to better understand their Millennial team members and will give your Millennial employees a jump-start to successfully assume leadership positions.

## PHASE ONE: THREE Sessions

### SESSION 1: Managing Millennials Seminar

#### How to Recruit, Manage, Motivate and Retain Your New (Unique!) Generation of Young Professionals

The Managing Millennials Session is a 3-hour interactive presentation for people who manage the Millennial employees: the Boomer, Generation Jones and Gen X front-line managers and executives. Participants will learn effective strategies to successfully manage, motive and retain the Gen Y members within the organization. They will come away with knowledge about what the Gen Yers value, their preferred ways of working, and practical steps for creating successful working relationships.

### SESSION 2: Millennial Transition Seminar

#### Empowering Millennial Employees to Adopt a Leadership Mindset in the Workforce

The 3-hour Millennial Transition Session is targeted at the Millennial employees in your workforce who are aspiring to be an effective leader in their current role, and/or wanting to excel as a leader for future growth within your organization. The purpose of this presentation is to educate and empower your employees to “adopt” a leadership mindset NOW (regardless of their current “title/status/position”) that will benefit your company in the short-term and the long-term.

### SESSION3: Bringing It All Together

#### A Dialogue Between Your Multi-Generational Team Members

This 3-hour facilitated dialogue culminates the learning experienced in Session One and Session Two. The purpose of this session is for the participants to create a breakthrough in how they work together. People will practice what they’ve learned as they seek solutions to current business issues. They will leave with a new appreciation for themselves and each other and an action plan to support their continued progress.

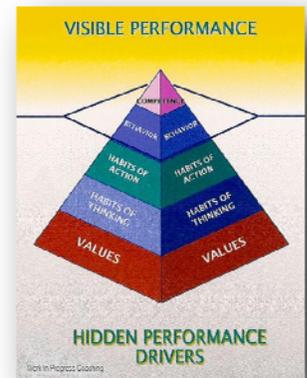
## PHASE TWO: Overview

For individuals who have completed Phase One and are ready to take the next step in their professional development, we offer targeted developmental workshops and powerful coaching.

### Values Matter Workshop

Understanding values is indispensable for any process of development and change. Values are a key source of our direction and the basis of natural motivation. Unexplored values, expressed through habitual behaviors and automatic choices, limit learning, undermine performance and constrain what's possible. Poorly understood values easily create miscommunication and can cause otherwise competent, dedicated hard-workers to perform below what they desire and know is possible. Exploring values enables new levels of performance within and between generations. Participants receive a personal Value Map and explore core values, blind spots, hot buttons and comfort zones and their impact on performance. They will learn how to:

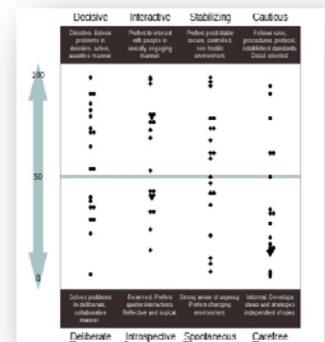
- Increase personal and team performance
- Work effectively with people having different values
- Reduce behaviors that limit success and step outside comfort zones



### Understanding Performance Style & Ambitions Workshop

The Performance Style portion (DISC-based) examines the individual's preferred method of completing tasks on the job, as well as their preferred communication style. The Ambitions portion reveals areas the individual is likely to find motivating — why the individual does what he or she does. Participants receive a narrative report with graphic displays. They will:

- Identify strengths and learn how and when best to use them
- Identify areas of over-stretch, learn ways to reduce burnout
- Learn strategies for communicating effectively with people having opposite preferences



### Coaching

Coaching builds on what you learned in the Phase One and Two and focuses on producing specific business results. Coaching is a partnership that evokes excellence in others. The role of a coach is to speak about what *is* happening and what *can* happen a way that frees people being coached to take action consistent with their commitments. The benefits show up in the new levels of performance and satisfaction for individuals, teams and the organization. We offer individual and team coaching and custom design the engagement to support specific goals. Please contact us for details.

## MEET YOUR PROGRAM FACILITATORS

### Co-Facilitator: Camille Smith



Camille specializes in developing leaders at all levels of the organization. She understands what it takes to change at the individual, team and organizational levels and provides the knowledge and coaching to teach others to create and sustain breakthroughs in performance. Her approach focuses on producing business-critical results by building authentic relationships based on possibility, values and commitment.

Her experience includes ten years as vice president of international operations, customer relationship manager and workshop leader training thousands globally to improve productivity and teamwork; ten years in hi-tech management in F100 and start-ups, six years as an international organizational consultant transforming cultures of Goodyear Tire & Rubber, Guinness Brewing Worldwide, NutraSweet and Abitibi-Price. In 2002, she founded Work In Progress Coaching and serves both the private and public sectors. Her clients come from all industries, including Cisco, Creative Labs, DuPont, Graniterock, Old Navy/Gap, Orbitz Worldwide and Stanford University.

Camille received her B.S. and M.A. degrees from The Ohio State University. She is an executive coach for the Global Institute for Leadership Development, founded by Warren Bennis. From 2004 to 2008, she was an adjunct professor teaching business leadership at Santa Clara University. As part of her ongoing international community support, she serves as a founding leader of the Global Women's Leadership Network, dedicated to developing the leadership capacity of women who dare to transform the future of their organizations, communities and the world.

[camille@wipcoaching.com](mailto:camille@wipcoaching.com)

[www.wipcoaching.com](http://www.wipcoaching.com)

+1 (831) 685-1480

## Co-Facilitator: Lisa Orrell



Lisa Orrell is The Generation Relations Expert, and author of 2 popular business books, *Millennials Incorporated* and *Millennials Into Leadership*. She is an in-demand speaker and consultant who has been hired by well-known organizations, such as: Pepsi, Brocade, SAP, HR Academy of Brazil, Paul Mitchell Systems, USC, Heald College, ISP Sports, Crowe Horwath, and Blue Cross/Blue Shield.

Her first book, *Millennials Incorporated*, was selected as a finalist in *ForeWord Magazine's* 2009 Annual "Book of the Year" competition, and has been Rated #1 in its genre on Amazon for consecutive months. And due to the growing interest in the "multigenerational dynamics" topic within the modern workforce (globally), Lisa's first book is now distributed internationally.

As a speaker and consultant, Lisa conducts a variety of dynamic seminars, workshops and keynotes that: Improve cross-generational dynamics at work; improve the management and retention of Millennial talent; and that empower & educate Millennials on how to be effective young leaders in the workforce.

In addition to speaking, Lisa is also a certified Leadership Coach, and she focuses on working with Millennials, entering or currently in, leadership roles at work. She received her Professional Coach training through an intensive certification program accredited by the International Coach Federation.

And based on her topic expertise, Lisa has been featured on NPR, MSNBC and ABC, and her expert commentary and articles have appeared in national and international media, such as (partial list): *The NY Times*, *Wall Street Journal*, *Human Resource Executive*, *Recruitment & Retention*, *FoxBusiness.com*, *BNET.com*, *HR.com*, *Monster.com*, *CareerBuilder.com*, *ComputerWorld*, *Universum's Trainee Guides* for Norway, Sweden and Denmark, China's *HerWorld* magazine, *Diversity Business*, and *Employee Benefit News*. People also follow Lisa's insights on her popular blog: *Blog.GenerationRelations.com*.

[lisa@theorrellgroup.com](mailto:lisa@theorrellgroup.com)

[www.TheOrrrellGroup.com](http://www.TheOrrrellGroup.com)

Twitter @GenerationsGuru

+1 (888) 254-LISA • FaceBook • MySpace • LinkedIn