

# PROGRAM OVERVIEW

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## Transitioning to Leadership Program:

### How to Effectively Move Your Gen Y Employees Into Leadership Roles

Presented by:

Camille Smith

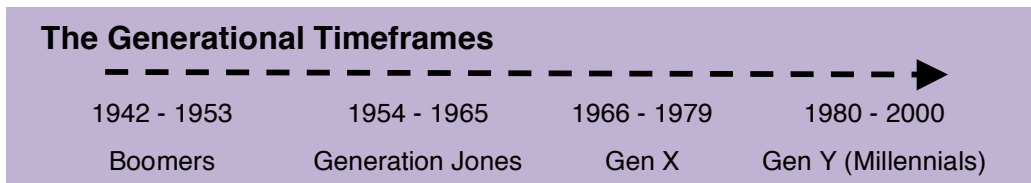
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Consultant, Speaker & Author of “Millennials Incorporated”

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

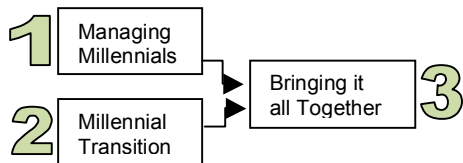
Yes, we are in an economic downturn. Lay-offs occur daily. Resumes are flooding companies. But even though we know “this too shall pass”, if we only focus on the situation at the doorstep, we’ll be blindsided by what’s coming down the street. What’s coming: A systematic labor shortage is expected to 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 play and 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.



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: 3 Sessions (contact us for pricing)

### SESSION 1: Managing Millennials Seminar

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

The Managing Millennials Seminar 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

#### **What Gen Y Needs to Know When Moving Up Into Management and Leadership Roles**

The Millennial Transition Seminar is a 3-hour interactive presentation designed specifically for the new generation of young professionals who are already in or about to enter supervisory and leadership roles within your workforce. We will explore best practices in communicating across generations, managing peers and elders, establishing accountability, as well as tips on business etiquette. Participants will gain insight into what matters to the older generations and how to create respectful relationships that translate into trust and results.

### SESSION 3: Bringing It All Together

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

The Bringing It All Together Session is a 3-hour facilitated dialogue between the participants of Seminar One and Seminar 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 continued progress.

## PHASE TWO OVERVIEW (contact us for pricing)

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

### Values Workshop for Individuals and Teams

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 friction and can cause otherwise competent, dedicated, hard-working individuals to perform below what they desire and know is possible. Potential lives in the "how" — how we think, how we act, how we relate to each other. Exploring values connects the *how* to the *what* and enables new levels of performance, partnership and teamwork within and between generations.

#### Participants will

- Learn how to increase their personal performance and authentic self-motivation.
- Learn how to leverage different and diverse views and values.
- Learn ways to reduce self-limiting behaviors.
- Commit to action that supports success.

#### Benefits

- Increase trust, collaboration and satisfaction.
- Focus developmental efforts to achieve best ROI.
- Build relationships that produce extraordinary results.

### Coaching for Individuals and Teams

To accelerate your development, our coaching builds on what you learned in the Phase One and Two and focuses on producing specific business results as you expand your communication and team building skills.

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 current commitments. The benefits show up in 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.

**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 workforce, especially the Gen Ys, your competition will be in your parking lot giving them a ride to their next job.

## MEET YOUR PROGRAM FACILITATORS

### Co-Facilitator: Camille Smith



Camille specializes in transformational leadership. 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 as a coach to executives and teams. Her clients include Cisco, Creative Labs, DuPont, Graniterock and Stanford University.

Camille received her B.S. and M.A. degrees from The Ohio State University. She is a Certified NetTPS™ Solutions Provider, certified PER-K® (Performance Kinesiology) facilitator and an executive coach for the Global Institute for Leadership Development. She has been 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.

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## Co-Facilitator: Lisa Orrell



Lisa Orrell is The Generation Relations Expert, and author of the popular business and management book, *Millennials Incorporated*. She is an in-demand speaker and consultant hired by well-known organizations, such as Paul Mitchell Systems, USC, Heald College, Cisco, and Blue Cross/Blue Shield.

Her book has been selected as a finalist in *ForeWord Magazine's* 2009 Annual "Book of the Year" competition. Each year, this prestigious competition receives over 1400 book entries and winners (gold, silver, bronze) are announced at BookExpo America in New York – North America's largest publishing industry tradeshow.

Lisa conducts a variety of dynamic seminars and workshops that: Improve generation relations at work, productivity and team building; improve the management and retention of Millennial talent and a multigenerational workforce; and that groom Millennials to assume leadership roles at work.

She is also pursuing her Professional Leadership Coaching Certification, and is receiving her training through the International Coach Academy (ICA). ICA is a respected coaching program globally and *accredited by the International Coach Federation*.

Based on her Millennial and generational 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 *Wall Street Journal*, *Human Resource Executive*, *ComputerWorld*, HR.com, FoxBusiness.com, *Recruitment & Retention*, Monster.com, CareerBuilder.com, BNET.com, and *Employee Benefit News*. People also follow her valuable insights on her popular *Generation Relations Blog*.

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