

Lewis and Lucy's top tips on getting the best from Generation Y in the workplace

What we did

We spent a day with some like-minded people, a group comprising members of Generation Y along with people with more workplace experience, to explore some of the research that's widely available. We wanted to consider whether we should think differently about this group at all, and if so, how

What's it all about?

At Rambutan, we're interested in how organisations can get the very best from their employees, so that people can and want to shine. We wondered whether this was something that could be looked at specifically in terms of the group of young people known as Generation Y

Well connected

This is the generation that grew up with the internet and all the benefits and hazards of social media. They are used to being connected to people they know (and many they don't) all the time and checking in with them regularly. They have many 'virtual' relationships



Taking things at a pace

Everything online is instant and as a result this generation can be less patient if they have to wait. However, it also means they can cope well when things are running at a fast pace



Technology savvy

Having grown up with it, this generation are really comfortable with technology and keeping up with new innovations. They're happy to try new stuff but can also be reliant on it

The wisdom and the risks

Like any other group of individuals, there are risks of generalising characteristics and preferences, and we haven't got all the answers. However, we hope that this provides food for thought for anyone interested in this topic



While all Generation Y must be considered as individuals, we noticed some characteristics that tend to be typical

who are they?



Grab their attention

This generation may be looking in different places to the ones you traditionally use. Don't forget social media and also consider involving existing employees. We heard that students aren't getting information about opportunities, so how about getting your young employees to go into schools to talk about their experiences?

Rambu-tips on getting the best from Generation Y in the workplace

before we start

think about recruitment

To attract this generation to want to work for your organisation, fit your recruitment strategies around them

Check out the research

There's heaps of information on this topic. Tap Generation Y into Google and you'll get 148 million results (at the time of writing). Three pieces of research that we found particularly useful though were from the following sources:
Ashridge Business School www.ashridge.org.uk
Employers Forum on Age www.efa.org.uk
Gen Y and the world of work – Hays www.hays.co.uk/geny

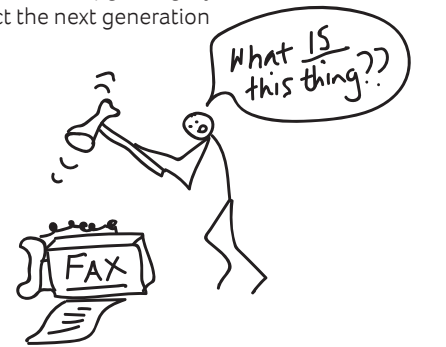
keep on learning

hang on to them

Research shows that almost half of new graduates leave jobs within two years, which is expensive. Having recruited Generation Y, how will you make sure you keep them?

Demonstrate innovation

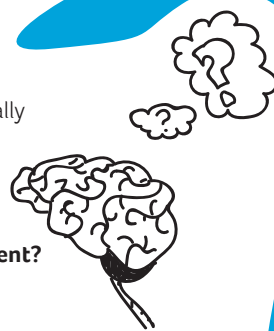
It's likely to be expected that the workplace reflects the level of technology that young people are used to, so demonstrate how forward thinking and innovative you are. If you're still using Office 2007, consider upgrading if you want to attract the next generation



Check out TED:

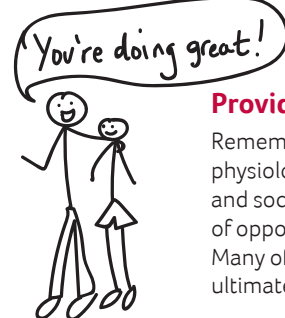
There are lots of great TED talks on this subject. We really liked these ones (a quick Google search should locate them):

- The mysterious workings of the adolescent brain** – Sarah-Jayne Blakemore
 - What if everyone at your company was a co-president?** – Mike Derheim
 - Closing the gap - A millennial proposal for a happy multigenerational workplace** – Patrice Thompson
- And, of course, talking to members of Generation Y will always help in understanding what they need from the workplace and what others can learn from them



Support them

We heard that relationships with colleagues and bosses are likely to be very important to Generation Y. Encouraging collaboration and providing peer support will help new entrants to the workplace settle in. An open and trusted relationship with their boss, with lots of feedback, will help build confidence



Provide great development

Remember that this generation are still maturing physiologically (check out Sarah-Jayne Blakemore's TED talk) and socially, so don't miss the chance to help by providing lots of opportunities for them to develop skills and try new things. Many of them will still be discovering what they're great at or ultimately want to do

Or give us a shout:

+44 (0) 1858 461071 / hello@rambutan.biz / www.rambutan.biz and we'll always be happy to chat about how to get the best from Generation Y in the workplace

