

Double Your ROI with Gen-Y



A Breakthrough 90 day Program for Gen-Y and their Managers
To significantly decrease the threat of Gen-Y churn
Build trust, understanding and genuine collaboration between them
And uncover significant opportunities to double and triple the ROI
For managers who are willing to step up to a different style of leadership.



The Case for Change

The Facts: We are in an era where 60% of Gen-Y are changing jobs every 1.5—2 years. This is costing organisations at least \$25,000 per person per move in hard recruitment and on-boarding costs as Gen-Y impatiently seek out more challenging and interesting opportunities for professional growth, belonging, contribution and pay.

This trend is well established and growing in the marketing, sales and I.T industries. Not surprisingly, it is the BEST high potential, high performing, most IT savvy and most confident Gen-Y talent who are jumping ship, leaving their surprised organisations in disarray

Implications:

You their managers suffer, frustration, significant disruption to project timetables and budgets, loss of skills and expertise...these are the obvious inconveniences

But underneath lurks a bigger threat: the loss of millions of dollars in POTENTIAL in innovative creative ideas and ways to use technology to streamline processes, products and services. These are all lost when the best Gen-Y minds walk out the door.

The Challenge:

Knowing how to identify, retain and develop the huge potential and creative I.T brilliance in Gen-Y is a commercial imperative in the battle for top talent.

Managers of Gen-Y **need** to do more than manage projects—they need simple but well thought out strategies for leading their top talent plus extra leadership skills so they know what to say, and how to say it, to collaborate, challenge and develop their team to double and triple their

Gen-Y require wise, honest counsel from leaders they respect and an insight into how they are perceived by the business. They need and want a leader who speaks their language, who is genuinely interested in developing their potential and is wise enough to guide their career path.

This is not difficult to achieve. However, both parties, especially Managers of Gen-Y must be open to adding some new tools to their leadership ship

Millennials want a manager who's ethical and fair. They think it's less important to have a boss who recognizes their accomplishments. (IBM 2015)

60% expect to leave their organisation in the next two years (Honoré and Paine Schofield 2014).

Top 5 Things Millennials Expect

From a boss:

- 1. Help me navigate my career path**
- 2. Give me straight feedback**
- 3. Mentor and coach me**
- 4. Sponsor me for formal development programs**
- 5. Accommodate flexible schedules**

(Meister & Willyerd, Harvard Business Review, May 2010)

They conceive their career as a 'scramble net' but want a ladder (Penna and CIPD 2008)

ONLINE & FACE TO FACE DELIVERY

Our program can be done totally on line with telephone coaching or as a blended program including face to face workshops where managers will discuss and practice the skills they learn online



DOUBLE YOUR ROI WITH GEN-Y

Who is this for? Up to 16 participants comprising 8 Gen-Y Managers and 8 of their top Gen-Y staff, working together over 90 days

What's the ROI?

Double the 1.5 year tenure of your top Gen-Y staff to 3 years

Increase the productivity pp from 66% (1.5yrs) - 83% (3 years)

Double the return you make in the program by uncovering new opportunities with your top Gen-Y staff during the 90 days

Save over \$25,000 per staff member by deferring their rehiring costs

How do we do that?

We help you to identify your top 20% of Gen-Y talent who show the highest potential. These are the staff most at risk of leaving. We'll show you how to benchmark their level of 'buy-in' so you know what's at risk.

We teach you what drives each generation, the diversity that causes tensions and the strengths each generation brings to the table. We'll show you how to bridge the generational gaps so you can both collaborate more effectively.

You'll learn how your top guns can be of best use to you and the company. We'll work with you to uncover this so you can create an inspiring vision that you BOTH get excited about

We'll show you how to collaborate on a draft 3 year career plan that suits you both. We'll provide the tools to do this and show you the exact timing to introduce career changes to keep your top staff engaged and eager over 3 years

Managers will learn the language and skills of workplace coaching - a collaborative authentic leadership style. They will actively coach their top staff member over the period and uncover additional ROI from their Gen-Y staff

We'll measure the changes, celebrate the successes with you and ensure you are set up to continue using these skills with other staff.

STRONG GUIDANCE AND SUPPORT

Participants receive 1:1 and group guidance throughout the program along with access to online materials, webinars, telephone coaching and face to face workshops.

They will be working in small groups throughout the 90 day program



PROGRAM INVESTMENT

Prices include all workbooks, materials and resources
\$4,997 for each Manager/staff pair for 90 days
OR
\$36,000 for 8 to 10 pairs of participants for 90 days

YOUR PROGRAM LEADER

Juliette Robertson: Senior Consultant, Facilitator, Trainer, Executive Coach

Juliette is an organisational and people development specialist in the Gen-Y space, skilled in working with Professional Services, IT and Financial Services. She uses blended programs involving training, facilitation and coaching both on-line and face to face and combines a business focussed approach based on measurable strategies.

As a former corporate marketing director, Juliette understands what it takes to drive change and make it stick in large organisations.

Juliette has published 3 books and a series of "CoachTalk" e-books for managers . She is a wife and mother, has travelled the world , trekked the highest mountains on 3 continents , is a yachtswoman and writer and coaches managers Australia wide from her island home in Sydney .



Empowering Leaders

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