




Earned Value Management Practitioners Forum 2018

Who Are the Next Generation EVM Leaders?

Panel Discussion

2018 EVMP Forum – August 22nd & 23rd

Learning Objectives



Understand why millennials in the workplace is the focus of today's presentation and panel

Understand the more prevalent characteristics and motivating factors for the millennials generation

Understand compromises to make your workplace more inclusive and conducive for the entire team

Why the Focus on Millennials?

- By 2020 - 50% of the global labor force
- By 2030 - 75%
- Aversion to:
 - Hidden agendas
 - Rigid corporate structures
 - Information silos
- Willingness to:
 - explore new opportunities
- Result: Need to fundamentally change the nature of work or severely cost businesses
 - Gallup estimates millennial turnover costs the US economy \$30.5 billion annually

- Eric Bergman, vice president of product management at Changepoint, a professional services automation company (excerpts)

Who Are Millennials?

- Born between 1981 – 1996 (some consider through 2000)
- More than one-in-three American workers today are Millennials (adults ages 18 to 34 in 2015), and they surpassed Generation X to become the largest share of the American workforce*
- As of 2015:
 - Millennials comprise over 35% of the work force
 - 2018 saw the last of the 92M Millennials enter the work force
 - By 2025 it is estimated that 3 of 4 workers will be from the Millennial Gen
 - 10K Baby Boomers are leaving the work force daily

**Pew Research Analysis of U.S. Census Data*

Feedback from Prior Events

What We Did Right

- Open conversation gave insight to opinions of millennials
- Might actually influence change
- Develop mutual understanding
- Hearing opinions from all generations

What Needs Improvement

- Need more time and a talking stick
- Panel of millennials with questions from other people
- Longer session with open discussion
- More focus, no conclusive lessons

Millennial Characteristics

Millennials are shaped by the changing technology they grew up with and tend to be “plugged in” at all times and community oriented. It’s not just how they operate efficiently, but how they stay connected and fulfilled.

- Very comfortable JIT learning via online sources like YouTube or Kahn Academy
- ‘Snail mail’ is now email – want instant access and information
- Social networking applications like Slack combine a project and task management platform with a social network
- Flex hours and working remotely
- Real time collaboration > gain consensus > implement efficient workflows
- Increase project efficiency, track ownership and completion of tasks

Influence on Project Management

- Efficient technological tools
- Shorter decision making cycle
- Broader diversity
- Agile/adaptive selection criteria
- Increased collaboration

Managing Millennials

If you're managing your staff correctly, it should not matter when they were born. If they feel they are being treated with respect and their contribution is being recognized, you can expect a higher level of engagement regardless of their age or demographic.

- The Digital Project Manager

- Use metrics to measure impact
- Manage by influencing
- Catch people doing something right
- Manage your team as individuals
- Manage expectations

Win-Win Adaptations

- Focus on efficiency – Millennials value work/life balance
 - Eliminate unnecessary meetings
 - Seek out technologies and tools that will accommodate different work
- Take advantage of their skills – Millennials shine when they feel heard and valued
 - Millennials are very willing to take on new projects and look for faster, better solutions
 - Don't be afraid to listen to their ideas and incorporate them into your business
- Accommodate flexible schedules and locations
 - If Millennials feel like they have a good work-life balance, they'll be more efficient during their time in the office

Panel Format

- Diverse representation of generations
- Targeted questions based on themes covered in this presentation
- Time for questions and open discussion
- Audience success stories
- White-boarding