

Leading Millennials in Local Government



**AUSTRALIAN LOCAL
GOVERNMENT WOMEN'S
ASSOCIATION**
QUEENSLAND BRANCH



Some questions and choices have the capacity to change your life.

Some of the things I'm going to say today are likely to be a little controversial, some will definitely not be new to you and some things are possibly going to offend parts of the crowd.

I don't take this opportunity lightly, and I also have to acknowledge that I do NOT speak for every Millennial out there. However, I have done some substantial canvassing of my cohort and while some minor deviations to my thinking exist (which is healthy), by and large most of the information and ideas I will share today is representative of Millennials.

My intention is not to support Millennials and their behaviour, because believe me, there are some terrible habits out there, between texting, tweeting, twerking - sadly my generation have either created these or become addicted to them but instead of staunchly supporting Millennials I am going to share with you some of my thoughts, observations and learnings.

In the next 45 mins or so, I hope to prove to you that Millennials are not so different to you and ultimately, not so difficult to lead.

I hope to get through some of the important points about what and why this problem exists and the how to fix it.

Essentially what I say is not relevant, if you learn something, that's what matters.

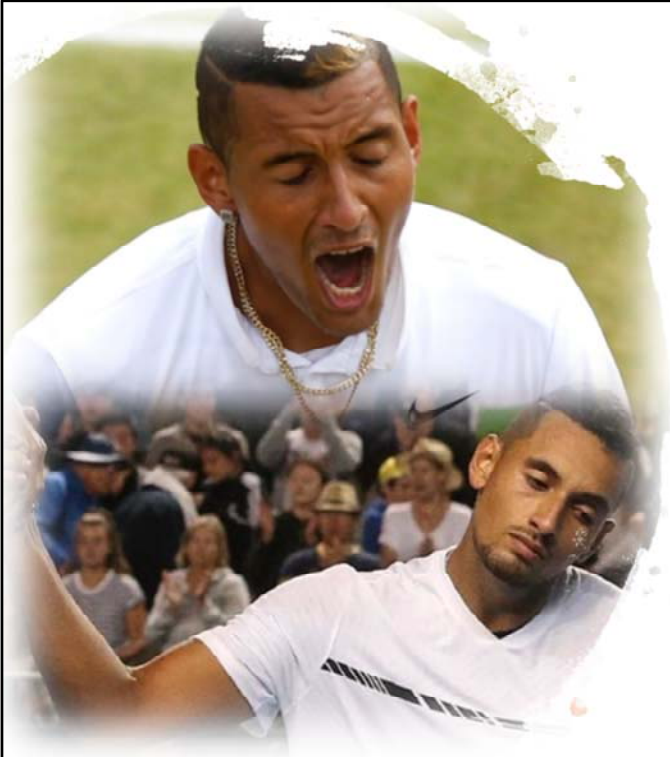


Millennials

Before we go through the specifics of the generations I want you to consider this:



Millennials

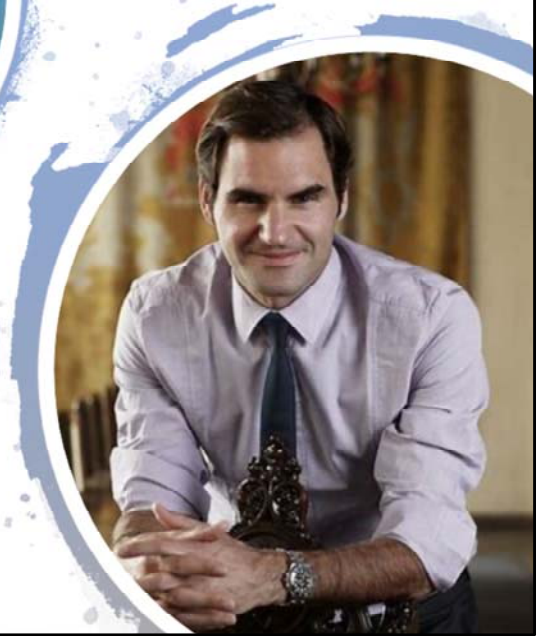


Millennials

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Millennials

AUSTRALIA'S GENERATIONAL PROFILE



Life expectancy at birth
♂ 80.0 ♀ 84.3



Median age of parents (new births)
♂ 33.0 ♀ 30.8

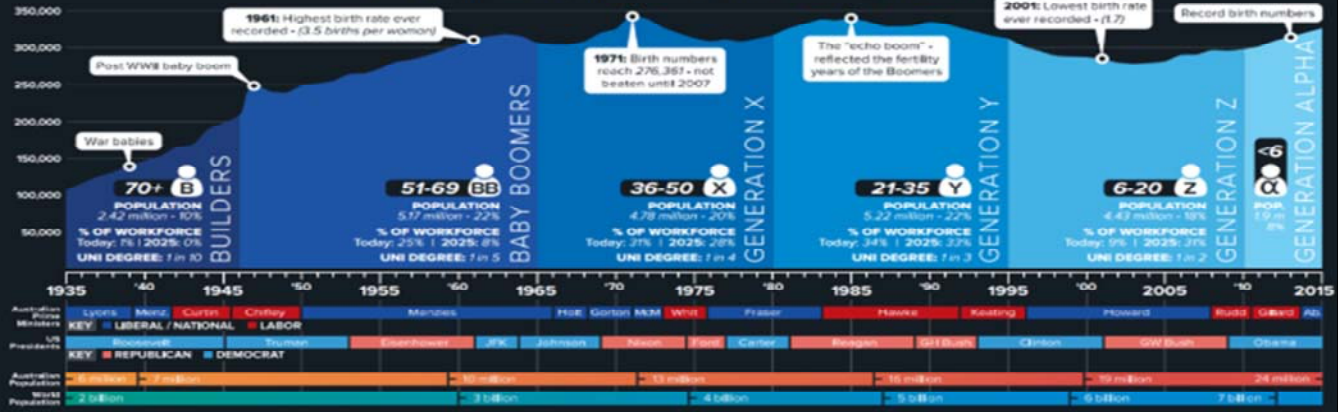


Median age first marriage
♂ 29.9 ♀ 28.3



Total fertility rate
Australia: 1.9 OECD: 1.7

POPULATION BY YEAR OF BIRTH





Outline

- **10 point approach**
 - 3 points about Millennials
 - 3 points about Leadership
 - 3 points about Local Government
 - 1 point to Think and Act Differently as a Leader



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10) Millennials.....
They're no different to you!



9) Organisational values..... They actually matter

Trust

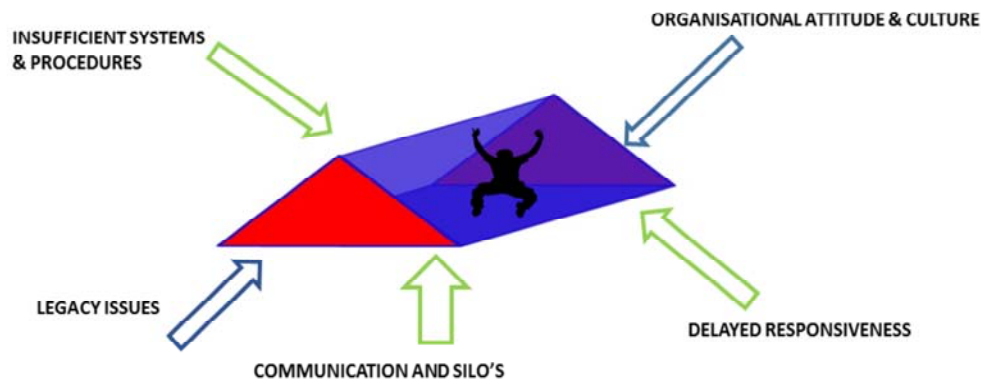
Honesty

Transparent

Sustainable

Respect

9) Organisational values.....



8) Technology matters..... More than you think.....



Smart phones are actually making us more stupid

Jobs are created for anybody to access and participate in the technological economy... Driving Uber, renting through AirBnb, no specialised skills are required to do these jobs. Technology even gave you an extra job.... That you probably didn't want or realise you have – you know when you go to the super market. Coles, woolworths (safeway) and now, you have to scan your own groceries.



7) Knowing it vs Getting it

If you can't fit in on one (maybe two) page(s) you're not doing it right....

- What's the difference?
- Speeding, seatbelts, smoking

5) Leadership is a Fallacy Act of Leadership are Real



If you can't fit in on one (maybe two) page(s)

Is everyone a leader? Patronising

Embarrassing leadership

Gun Laws in America – same sex survey

Tampon GST

Leadership spills?

Millennials are inherently efficient (or lazy), if there is a faster and simpler way to achieve the exact same outcome, we will find it.

“Leadership is the most important determinant of culture” Chris Rose PSM

5) Stop it.....



Lewin's change management model – 1930's

Kübler-Ross' change curve 1969

The McKinsey 7-Stage model – 1980's

Bridges' transition model – 1991

The Satir change management model - 1991

Kotter's 8 step change management theory – 1996 very popular with Local Government

ADKAR – 2003 – common, not as popular as Kotter's

Nudge theory – 2008 possibly one of the most controversial and politically motivated forms of influencing behaviour

Internet – Email July 1992, www consortium 1994

Facebook – 4 Feb 2004

Twitter – 26 March 2006

Youtube – 14 Feb 2005

Instagram – 6 Oct 2010

As Heraclitus (hare –a-clit-us) said in the 4th century BC, "Nothing is permanent, but change!"

5.1) Change Management

Technology Adoption Curve

Everett Rogers – Diffusion of Innovations 1962

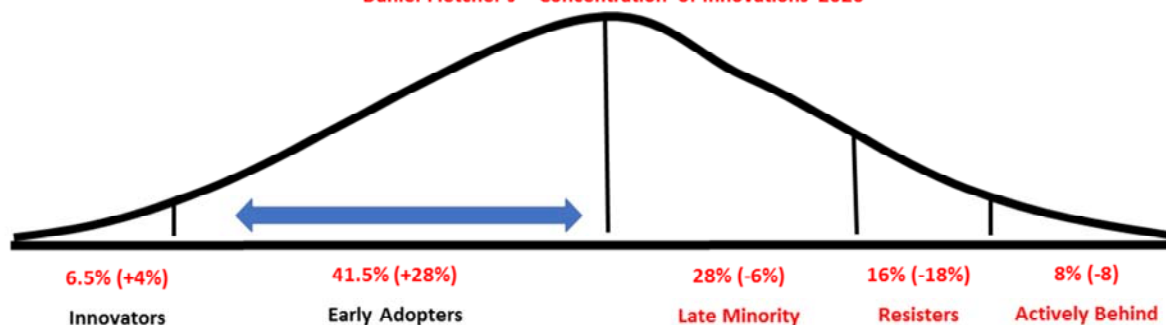


5.1) Change Management

Technology Adoption Curve

Everett Rogers — Diffusion of Innovations 1962

Daniel Fletcher's — Concentration of Innovations 2020



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4) Planning Delivery is the Strategy



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3) Ownership..... It Does NOT Matter



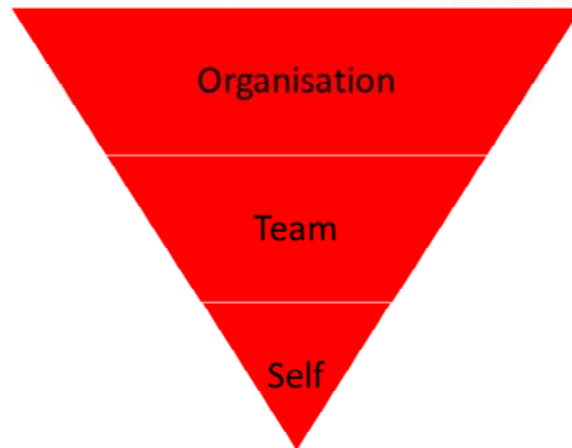
Millennials are, or at the very least, want to be the products of mentorships. We want to understand and be deeply understood.

Persistent – if Millennials keep coming back about the same thing, and they're not acting crazy, they're deeply motivated – harness this.

A combination between boldness and humility is the key.

We WANT to be Mentored -

2) Flip the Dynamic



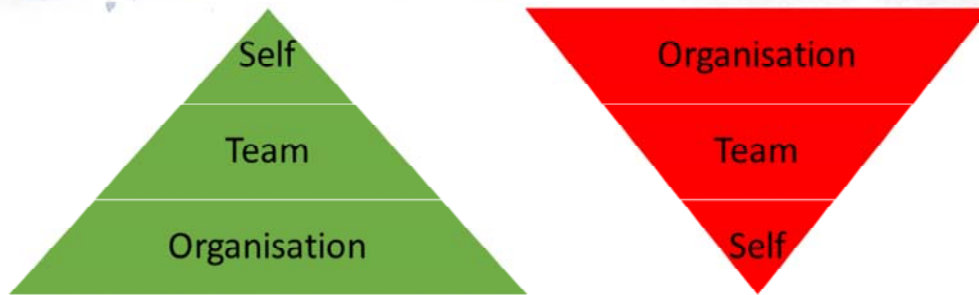
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We WANT to be Mentored -

1) It's hard to be good



Relatable

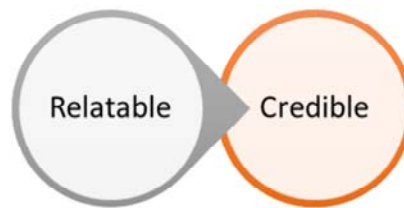
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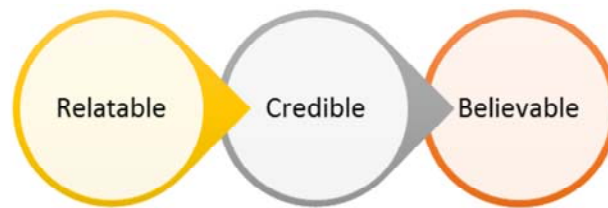


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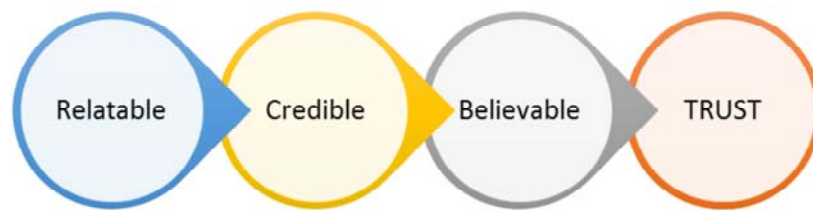


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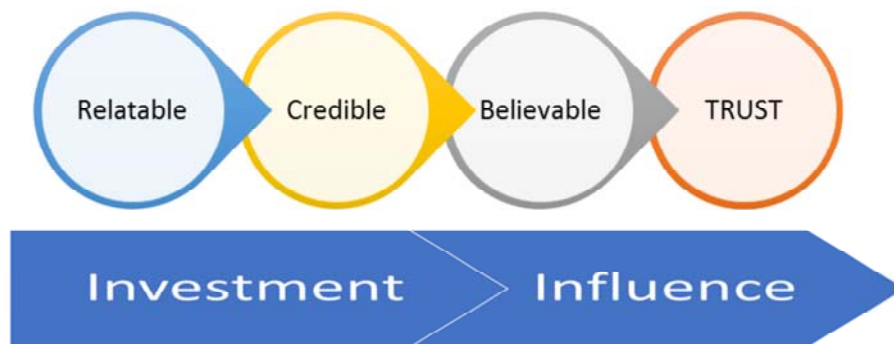


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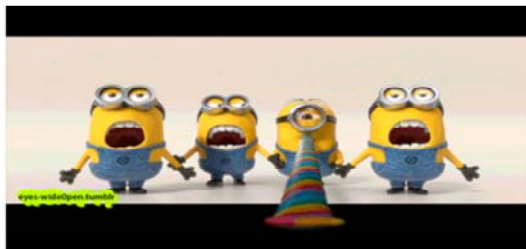


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Summary



Be the host of the party you want to attend.

Some of you will already be mentoring people, mentoring Millennials even, keep doing that, for those of you who are not, despite your age, gender, knowledge, skills, experience find a millennials to mentor. You will learn

Don't forget that you're sitting here because somebody, somewhere at some time, mentored and believed in. They dedicated their time to helping, assisting and supporting your needs, which were different to the person next to you, but somebody did.