Leading Millennials in Local Government
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.
Before we go through the specific of the generations I want you to consider this:
Millennials
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Millennials
• **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
Outline

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• 1 point to Think and Act Differently as a Leader
10) Millennials................
They’re no different to you!
9) Organisational values........ They actually matter

Trust
Honesty
Transparent
Sustainable
Respect
9) Organisational values........
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.
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
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
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

- 2.5% Innovators
- 13.5% Early Adopters
- 34% Early Majority
- 34% Late Majority
- 16% Laggards
5.1) Change Management

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WANT to be Mentored -
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.