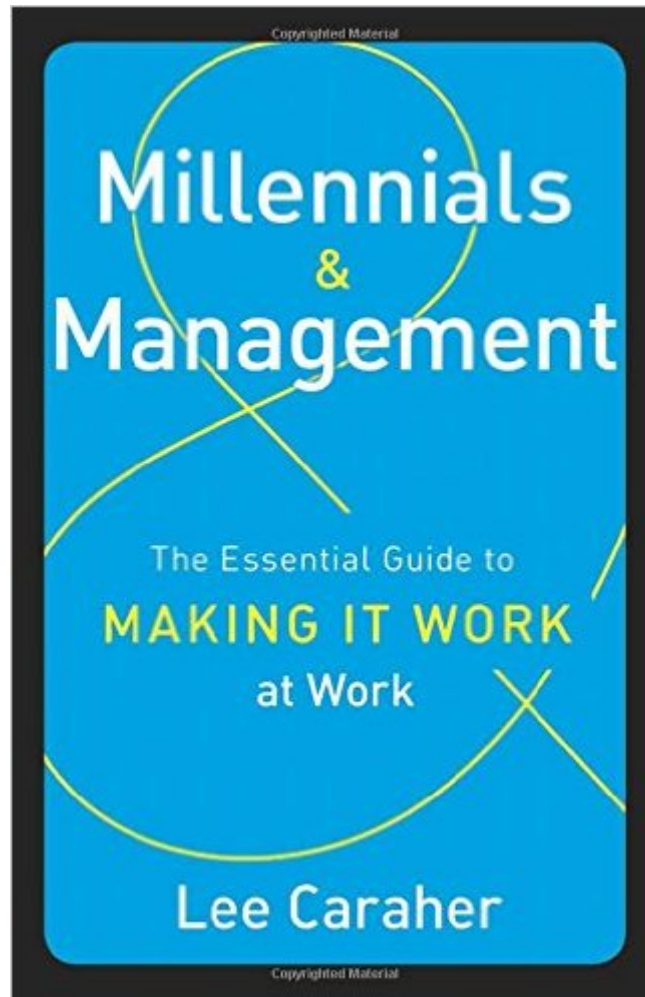


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# Millennials & Management: The Essential Guide To Making It Work At Work



## Synopsis

As management ages and prepares to work longer than previous generations and Millennials join companies at steady rate, companies are suffering through tension and dissonance between Millennials and Boomers, and realizing that they can't just wait for management to age out to fix it. Finding productive ways to work across the generation gap is essential, and the organizations that do this well will have significant strategic advantages over those that don't.Â Millennials & Management: The Essential Guide to Making It Work at Work addresses a very real concern of large and small businesses nationwide: how to motivate, collaborate with, and manage the millennial generation, who now make up almost 50% of the American workforce. The key is to change Boomer attitudes from disbelief and derision to acceptance and respect without giving up work standards. Using real world examples, author Lee Caraher gives leaders data-driven steps to take to co-create a productive workplace for today and tomorrow.

## Book Information

Hardcover: 192 pages

Publisher: Routledge (October 30, 2014)

Language: English

ISBN-10: 1629560278

ISBN-13: 978-1629560274

Product Dimensions: 5.7 x 0.8 x 8.5 inches

Shipping Weight: 15.2 ounces (View shipping rates and policies)

Average Customer Review: 4.9 out of 5 starsÂ Â See all reviewsÂ (68 customer reviews)

Best Sellers Rank: #76,108 in Books (See Top 100 in Books) #14 inÂ Books > Business & Money > Processes & Infrastructure > Office Management #131 inÂ Books > Business & Money > Processes & Infrastructure > Organizational Learning #187 inÂ Books > Business & Money > Business Culture > Workplace Culture

## Customer Reviews

I am currently dealing with Millennials in the workforce, and finding a way to motivate them has been quite the challenge. This book is clear in how to do that. I read it during my three-hour plane flight to see my team. This book made it easy for me to formulate a plan of action to deal with my younger team and help them to be more productive and more engaged during the workday.

Lee Caraher has nailed it! Not only has she outlined and detailed some of the challenges of

blending the Millennials into the workplace, she has shared countless examples of what works (and what doesn't). This is a must-read for all business leaders and managers. This book has proven solutions that are well researched. I particularly appreciated the summary of do's and don'ts at the end of each chapter for quick reminders. Change is inevitable in businesses, large and small. This is a perfect read to instill the necessary changes that must be taken, backed up with the research and practice. I highly recommend this book for business owners, leaders and students of HR practices.

The workforce of today includes over 35 million twenty-somethings and, more than ever before, today's managers need tools for building bridges of communication and engagement between the generations. Based on her own real-world business experience and years of research, Lee Caraher combines practical and insightful concepts with an easy to use framework for implementing her ideas. If you manage people, no matter what their ages, and want to motivate your team while increasing productivity, this book is a must-read!

As a first time manager, and with my first two reports being millennial, I found this book very helpful. It is written in a very accessible, readable style, with very clear tactical and strategic advice. It is the kind of book that makes you keep thinking "of course, that's obvious!" full of common sense things you already know, but bringing it to the forefront of your mind and organizing those thoughts. Highly recommend!

If you're looking to bring out the very best in your organization's next generation of leaders, this is the book for you. As a manager of millennials, I appreciated the relevant interviews, examples and creative recommendations. I had several "ah ha" moments!

As the mother of two successful, hard-working millennials, I've never understood the bitching and moaning that goes on about their behavior from the Baby Boomer generation. As a Baby Boomer myself, I took pride in my independence when I was in my 20's, and at times my behavior may have come across in exactly the wrong way for many traditionalists who wanted conformity. Pushing against the rules was a 'thing' back then. Now Lee Caraher has laid bare the mythologies that surround working with Millennials and points out where some of it is true, but most of it is generational and can be attributed to difference in attitude. Let's face it, their generation is as big as ours, and we need to learn how to deal with them. They are the future of our society. I appreciate Lee's forthright style, and for anyone in management who needs insights, this is a must read.

This book does a great job of explaining the psyche of millennials. Itâ€™s a peak into their mindset and you walk away with many insights. Lee Caraher gives you on practical advice on how to motivate and inspire these smart, energetic employees reach their full potential. She gives actionable recommendations on how to encourage and lead this connected generation who is always looking for a challenge. Whether you are managing a millennial or are a millennial, this book is a must-read!

Lee Caraher has done a great job of outlining what makes Millennials different than their predecessors and providing useful tips for making sure businesses effectively integrate Millennials and other generations into the workplace. An important book--whether you are a GenX or Boomer managing Millennials or a Millennial trying to figure out how to work effectively with these bizarre older people in your organization. Should be required reading for all new managers.

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