



PROJECT MANAGEMENT CENTER FOR EXCELLENCE

A.J. CLARK SCHOOL OF ENGINEERING
Civil & Environmental Engineering Department



MANAGING AND LEADING MILLENNIALS

Joseph (Joe) D. Launi, PMP
2019 Project Management Symposium



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HOW WOULD YOU COACH-UP THESE POLITICIANS?

Alexandria Ocasio-Cortez

American Politician



Alexandria Ocasio-Cortez is an American politician, educator, and political activist. On June 26, 2018, Ocasio-Cortez won the Democratic primary in New York's 14th congressional district covering parts ...
[Wikipedia](#)

Born: October 13, 1989 (age 29 years), [The Bronx, New York City, NY](#)

Nationality: American

Party: [Democratic Party](#)

Education: [Boston University](#) (2011), [Yorktown Central School District](#) (Yorktown High School)

Parents: [Sergio Ocasio](#), [Blanca Ocasio-Cortez](#)

Siblings: [Gabriel Ocasio-Cortez](#)

Ilhan Omar

U.S. Representative



[ilhanomar.com](#)

Ilhan Abdullahi Omar is a Somali American politician serving as the U.S. Representative for Minnesota's 5th congressional district. The district is based in Minneapolis and also includes Edina, Richfield, St. Louis Park, Robbinsdale, Golden Valley, and Fridley. [Wikipedia](#)

Born: October 4, 1981 (age 37 years), [Mogadishu, Somalia](#)

Spouse: [Ahmed Hirsi](#) (m. 2018), [Ahmed Nur Said Elmi](#) (m. 2009–2017)

Siblings: [Sahra Noor](#)

Education: [North Dakota State University](#) (2011), [Edison High School](#)

Children: [Isra Hirsi](#)

Nationality: Somali, American

Nancy Pelosi

Speaker of the United States House of Representatives



[pelosi.house.gov](#)

Nancy Patricia Pelosi is an American politician serving as speaker of the United States House of Representatives since January 2019. First elected to Congress in 1987, she is the only woman to have served as speaker, and is the highest-ranking elected woman in United States history. [Wikipedia](#)

Born: March 26, 1940 (age 78 years), [Baltimore, MD](#)

Spouse: [Paul Pelosi](#) (m. 1963)

Office: Representative ([D-CA 12th District](#)) since 2013

Children: [Alexandra Pelosi](#), [Christine Pelosi](#), [Paul Pelosi, Jr.](#), [Nancy Corinne Pelosi](#), [Jacqueline Pelosi](#)

Education: [Trinity Washington University](#) (1962), [Institute of Notre Dame](#)

Previous offices: Representative, [CA 8th District](#) (1993–2013), Representative, [CA 5th District](#) (1987–1993)

A PRODUCTIVE TEAM MEMBER

Wants to
Influence
& Make a
Difference

Confident &
Proud

Driven to Achieve
& Be Recognized

Independent

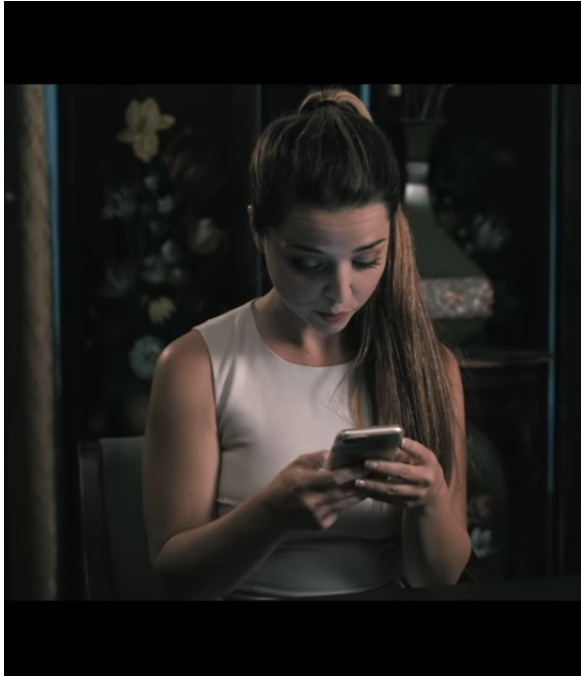
Passionate,
Subject Matter
Expert

Paid Fairly

75 years of motivation
& morale building
studies.



THE MILLENNIAL JOB INTERVIEW



<https://www.youtube.com/watch?v=Uo0KjdDJr1c>

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RECOMMENDATIONS

- If you're an autocratic leader then be prepared for turnover of your millennial staff. They're not robots and won't easily engage with a manager that dictates.
- Consider delegating creative activities that they can handle but hold them accountable for success or failure. Use a coaching style not a dictatorial style.
- Consider sending them text messages with simple tasks you want them to do.
- Remind your millennial staff that although you appreciate their enthusiasm and confidence they may have to slow down. Tell them you'd like to "pick up" where their parents and teachers left off. You too can provide them with guidance, learning and opportunities to grow in their careers.
- Never allow cell phones into your meetings. Encourage them to build face to face relationships.Plus...its just rude!
- Encourage don't discourage. Celebrate positive approaches to getting work done not just results.
- Consider Results Oriented Work Environment (ROWE).

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Thank You!

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