

1. Record Nr.	UNINA9910367249303321
Autore	Okros Alan
Titolo	Harnessing the Potential of Digital Post-Millennials in the Future Workplace // by Alan Okros
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Springer, , 2020
ISBN	3-030-25726-6
Edizione	[1st ed. 2020.]
Descrizione fisica	1 online resource (179 pages)
Collana	Management for Professionals, , 2192-8096
Disciplina	658.05
Soggetti	Leadership Personnel management Youth—Social life and customs Culture Technology Industrial sociology Industrial psychology Business Strategy/Leadership Human Resource Management Youth Culture Culture and Technology Sociology of Work Industrial and Organizational Psychology
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Section I: Surfing the Digital Tsunami -- Overview of Research -- References -- The Digital Environment -- Generational Theory and Cohort Analysis -- Education and Learning -- Section II: Here Come the Transformers -- Cognitive Capacities and Competencies -- Identity and Social Skills -- Work and Life Goals -- Section III: Mirrors and Chameleons -- Post-Millennials In the Workplace -- Harnessing the Potential of Digital Post-Millennials -- Surf's Up.
Sommario/riassunto	This book offers strategic leaders with essential information for their most important role: the change management function of positioning

the organization for success into the future. To do so, leaders need to sort through a myriad of forecasts, predictions and weak indicators of change to make timely decisions. This volume addresses the most critical factor for future success: people and, specifically, harnessing the potential the current youth cohort will bring when they join the full-time workforce. Drawing on multi-disciplinary analyses by 37 researchers, the book presents an integrative assessment of the characteristics that those in the current youth cohort are likely to bring to the workplace. The focus is on those born after 2005 with an examination of the implications of this cohort being raised from birth immersed in an increasingly omnipresent digital environment which extends far beyond social media. The authors see the coming 'digital tsunami' as creating disruptive effects across major elements of our economy and even society however optimistically conclude that the digital environment and the development of 21st Century skills in schools will equip the next generation with essential competencies, attitudes, social skills and work goals. The key to harnessing the potential of this generation will be to modify current human resources and workplace practices which will mean sweeping away much of the 'boomer' legacy that this cohort has imprinted on organizations. To assist leaders, the book goes beyond presenting a rich portrait of who these youth may become by providing practical recommendations for the changes that need to start now in order to position the organization to benefit from what they will bring. As the astute strategic leader knows: objects in the future can be closer than they appear. .

---