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Nota di contenuto	Introduction "The millennials are coming!" -- 1. Millennials at work -- 2. Always on: technology & voice action items -- 3. Altogether, now: engagement & multigenerational action items -- 4. Mentor me, please! -- 5. Must be meaningful -- 6. The millennials speak -- 7. Corporate best practices -- Conclusion -- Appendix A. "A tale of two stories" facilitator debrief questions/reflection -- Appendix B. Personal-professional profile -- Appendix C. A framework for ethical decision making -- Appendix D. Case studies -- Endnotes -- Index.
Sommario/riassunto	By 2020, half of America's workforce will be millennials; by 2050, millennials will represent 75 percent of the global workforce. Corporate trainings and consultant workshops-for-hire on dealing with this influx abound, but how, specifically and with impact, can young professionals and their companies flourish? In this era of transparency and accountability, explorations of effective organizations are inseparable from considerations of ethical leadership. How can we best prepare the millennials for productive and positive careers? Can managers leverage the unique skills and talents of this generation toward shared goals and business success? Designed for millennials and their managers, we consider how we can cultivate the strengths of this generation toward a new business paradigm. Engaging Millennials for Ethical Leadership

provides strategies for optimizing performance at work, drawing on emerging research and complemented with perspectives gleaned from students at a top-tier business school and from a diverse group of corporate executives. The book is structured around millennial capacities and inclinations, with each chapter dedicated to specific characteristics and including manager action items for each. We explore the Giving Voice to Values framework as one promising approach to managing millennials, with its focus on enhancing our capacities for ethical action. Through strategic attention to hiring, training, and development, organizations can capitalize on the promise of these new professionals. Companies are compelled to consider these issues for two primary reasons: (1) to attract, develop, and retain top talent, these characteristics, dynamics, and processes must be explored; (2) we are in the midst of a new business paradigm, and many of the gifts and proclivities of this generation of emerging leaders can be leveraged to strengthen and grow effective, ethical organizations that will flourish in this context.

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