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Nota di contenuto	Title Page; Copyright; Table of Contents; Dedication; Foreword; Introduction: Close Encounters with a Different Kind; Part I: The Millennial Phenomenon; Chapter 1: The Millennials and You; The Generations at Work; What in the World Is Happening?; The Coming Job Gap; You're So Special; Bridging the Gap; Notes; Chapter 2: Aren't We All Just the Same?; So What? Isn't Every Generation the Same?; Who Gets to Do the Sense-Making and Set the Rules?; Notes; Chapter 3: The Effective Managers versus the Challenged Managers; Mind-Set; Following Up with Human Resources; Notes Chapter 4: The Points of Tension between Managers and Millennials Perceptual Positioning; The Consequence of Inexperience; Notes; Part II: Discover the Core Competencies for Managing Today's Workforce; Chapter 5: Be Flexible: When Letting Them Have It Their Way Makes Sense; The Millennial Intrinsic Value: Work-Life Blending; The

Bias of Experience; Psychological Contract; Learning from Our Success; Learning from Our Failure; Best Practice; Note; Chapter 6: Create the Right Rewards: Rewarding the Right Things in the Right Ways; The Millennial Intrinsic Value: Reward; The Bias of Experience
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So What Are Some Barriers to Engaging? Something to Think About; The Transfer of Tacit Knowledge Will Not Happen without Building a Relationship; Notes; Chapter 9: Be Positive When Correcting: Fragile, Handle with Care; The Millennial Intrinsic Value: Achievement; The Bias of Experience; Best Practices; Learning from Success; In a Nutshell; Notes; Chapter 10: Don't Take Things Personally: It Is Not Always about You; The Millennial Intrinsic Value: Informality; The Bias of Experience; Self-Differentiating Is about You; Know Where They End and You Begin; Separateness and Togetherness
Know the Difference between Your Role and Your Person Beware of Triangulating; Think about Your Presence; Confessions; In a Nutshell; Notes; Chapter 11: Show Them the Big Picture: The Big Picture Does Not Exist Until You Help Them See It; The Millennial Intrinsic Value: Simplicity; The Bias of Experience; Learning from Success; Learning from Failures; Start with Something Easy; The Consequential Thinking Model; The Five Whys; Please, Do Share; In a Nutshell; Notes; Chapter 12: Include the Details: Ambiguity Is Their Kryptonite; The Millennial Intrinsic Value: Multitasking
The Bias of Experience
