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2. Record Nr.	UNINA9910465319603321
Autore	Espinoza Chip <1962->
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Nota di contenuto	<p>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</p> <p>Chapter 4: The Points of Tension between Managers and MillennialsPerceptual 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</p> <p>Rewarding the Right WayRewarding the Right Things; Keeping Them Informed; Learning from Our Success; In a Nutshell; Notes; Chapter 7: Put Their Imagination to Work: They Are at the Head of the Creative Class; The Millennial Intrinsic Value: Self-Expression; The Bias of Experience; Creativity and Competitive Advantage; Managerial Best Practices; Let Them Know What Happened with Their Ideas; Let Them Have Fun; In a Nutshell; Notes; Chapter 8: Build a Relationship: First Them, Then You; The Millennial Intrinsic Value: Attention; The Bias of Experience; Best Practices</p> <p>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</p> <p>Know the Difference between Your Role and Your PersonBeware 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</p> <p>The Bias of Experience</p>