Y we’re needed: Gen Y – The Leaders of Tomorrow

Justin Cain
Director, Indigenous Allied Health Australia
OMG, ILY, FML, LOL, ROFL
Who are Gen-Y?

- Early Career Professionals and Students.
- Exposed to technology early
- Connected and dynamic
- Critical thinkers
Positive Characteristics

- Tech-Savvy
- Adaptable
- High Self-Esteem/doesn’t need social approval
- Resilient
- Committed
- Efficient
- Ambitious
Negative Characteristics

- Impatient
- Desensitised
- Disengaged
- Skeptical
- Disrespectful
- Bluntly expressive
Gen – Y’s in the workplace.

- Generation Y is viewed unfavourably by other generations in the workplace.
- Age and maturity are noted as the biggest issue.
- New approaches to work and use of technology have also put Gen Y out of favour with other generations.
What to do with us?

Tulgan 2011 identified that Gen Yers appreciate four kinds of developmental relationships:

1. Teaching-Style Managers;
2. Career Advisors;
3. Organisational Supporters; and
4. Mentors.
Why Are We Needed?

- Baby Boomers are preparing for retirement
- Gen X is filling the positions Baby Boomers are leaving behind
- Gen Y is stepping up to take over from Gen X.


Thanks for Listening