

Making your workplace millennial-ready (they will soon make up your 75%)

We have a unique, multi-generational business environment happening today, with workplace values being pulled in different directions. Baby Boomers are still holding most senior ranks and Generation X are squeezed in the middle. Yet according to the Deloitte Millennial Survey, in just 10 years, by 2025, millennials will make up an estimated 75% of the global workforce. This will inevitably change the status quo of numerous industries and disrupt the way organisations think about work.

According to [a new study by Bentley University](#), 77% of millennials say that flexible work hours would help them be more productive. In fact, by around 2030, the millennials will have likely done away with the 9-to-5 workday entirely.

Millennials especially crave engagement and collaboration. They love to learn and work in diverse social environments and 88% prefer a collaborative work culture rather than a competitive one, where they receive regular advice and feedback from peers.

As the Millennial generation becomes the majority, flexible time and telecommuting will become a common workplace practice, rather than the special privilege it is today. In response to millennials' attitudes about their roles in the workforce, many organisations have made changes to better accommodate their unique needs. The most common adaptations to accommodate millennials in Australia and the U.S. are making work hours more flexible (21%), allowing work from home (17%), increasing training (16%), implementing new mentoring programs (13%), and altering corporate culture (10%).

To attract and retain this dynamic workforce, you need a digital strategy that is about empowering employees with tools that enable them to work more efficiently, their way. Millennials have always had access to information remotely through smartphones and the Internet, and because of this, they challenge around how work is done and crave the freedom around when and where they do it.



Technologies such as cloud and Desktop as a Service (DaaS) allow employees to achieve work/life balance, collaboration and more ideal workplace conditions. With your systems in the cloud, there's no need for expensive remote access networks. Your staff can access their data and applications securely whether they're on the road, at home, or in the office.

It's about teams working more collaboratively. Making decisions more quickly, and achieving more in less time. Boosting both productivity and job satisfaction. Technology is just the vehicle to help you get there.

Unified Communications Services such as Skype for Business combine all your business communications into a single tool so that your team, clients and partners can easily collaborate across any workplace. Teams can send instant messages, see where people are, and conduct voice and video conferencing from anywhere in the world – all through consistent, familiar interface.

If you have multiple offices, mobile workers or contractors, and/or network partner organisations, then unified communications is essential for enabling a seamless working environment.

Millennials will soon be able to take a pick of employers who are able to provide more benefits and reduce their time commuting.

