

Advice for Managing the Millennial Movement



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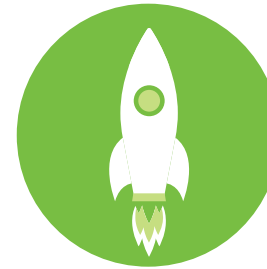
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MILLENNIALS: THEY'RE HERE — IN FULL FORCE

Millennials are becoming a dominant part of the workplace: **more than half of your employees will be Gen Yers by 2020.**

These millennials are bringing new expectations with them, and as a result, your business must adapt and meet (or surpass!) those expectations. This workforce is hardworking, passionate, tech literate and ready to change the world.

You want millennials on your team. You need them.



Those that ignore the new generation of employees and their workplace demands risk alienating a vast and vital swath of the workforce: **56% of millennials** said they would consider leaving an employer who no longer met their expectations. **So let's take a look at what the modern millennial worker cares about, and the rewards and risks associated with this burgeoning workforce.**



EMPLOYEE SATISFACTION IS KING

Six out of 10 millennials rank employee satisfaction higher than customer satisfaction when it comes to determining the performance of their employers.

If you commit to their demand for your business to **put employees first** by listening to their wants and needs, **then they believe you are setting the company on the path to success.**



If you don't show that you care about your employees' satisfaction in the workplace, **then millennials will feel surrounded by negative energy, which will hurt productivity.**



WORK-LIFE BALANCE ISN'T LAZINESS



A whopping 95 percent of millennials care about **their work/life balance**, going as far as to say that it's an important factor to consider when seeking (or think about leaving) their employers.

If you help millennials better balance their work with their personal lives with the remote and mobile access capabilities, **then they will go all-in to be productive and valuable to the company.**



If you don't give this generation of workers room to have a social life, then **they'll burn out, get frustrated and disengage.**



PROFESSIONAL DEVELOPMENT: HIGH PRIORITY OFFERING

Millennials are tremendously passionate and ambitious.

In fact, more than half of millennials want to work for businesses that offer professional development.

If you provide your millennial workforce with leadership training and other professional growth opportunities, they'll constantly strive to develop new skills and competencies. **And that's great for your business.**



If you ignore this demand, **they'll go where they have a chance to learn and grow.**



THE DEMAND FOR CUTTING-EDGE TECHNOLOGY

Almost **60 percent of millennials** expect their employers to provide them with “state-of-the art technology.”

If you empower millennials with mobile devices, the cloud and other 21st century technology, they will not only be satisfied, but also **78 percent of this generation stated that access to today’s cutting-edge technology makes them more productive.**



If you fail to provide your millennial workforce with the latest and greatest technologies, **then you risk experiencing dramatic decreases in productivity.**



A CRAVING FOR DIGITAL COLLABORATION

Millennials are **three times more likely** to stay with your business longer if it enables strong and efficient collaboration, especially across different teams and departments.

If you meet collaboration demands with technology, your entire workforce will become more productive, and your millennial employees will remain, **which only bodes well for your bottom line.**



If millennials don't have the right tools to collaborate and get things done, **innovation will be stunted, affecting everything from customer service to product development.**



MAKING THE MOST OF A MILLENNIAL WORKFORCE

Millennials expect their voices to be heard now more than ever, as they slowly but surely become the dominant generation of the American workforce. **Most importantly, millennials deserve access to the best tools and technologies that make working harder and working together easier.**

It's that interest in the latest technology that is the linchpin in making the most out of the millennial workforce. With the right solutions in the palms of their hands, on their computers and in the cloud, **your business will attract this generation and propel itself past the competition.**



WHAT TECHNOLOGY WILL YOU NEED?

Having the right technology can transform your business around the demands of millennials. If you want them on your team, serve up a powerful set of tools that empowers them be productive from any device, anywhere, any time.



Remote access to business files



Mobile collaboration tools and apps



Integrated and intuitive technologies



Strong and simple security, like email encryption and e-signatures



Discover how you
can empower millennials
while embracing
a better way to work.

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Sources:

<https://www2.deloitte.com/content/dam/Deloitte/global/Documents/About-Deloitte/gx-millennial-survey-2016-exec-summary.pdf>

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