

PREPPING FOR THE MILLENNIAL WORKPLACE INVASION

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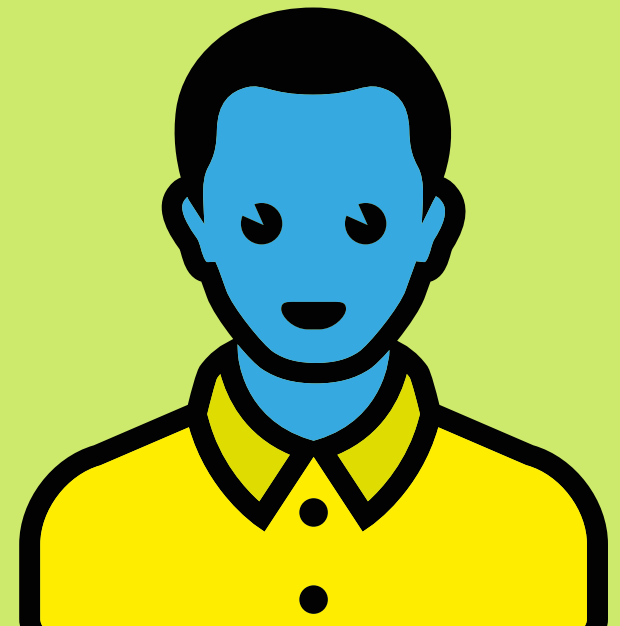
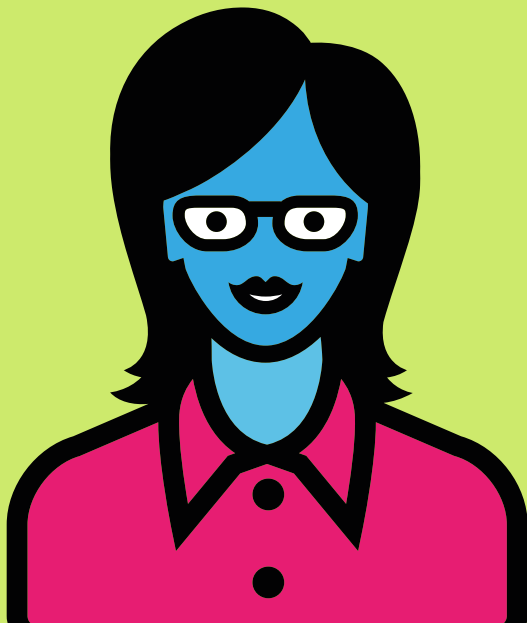



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A Coming Of Age Is Coming To Work



“Millennials desire a different sort of work environment. [They] are motivated by autonomy. They’re not clock-watching pencil-pushers, and they’re not lazy; they fully expect to be available to work 24/7, but they also expect the ability to leave the desk behind and take a walk.”

— Jamie Gutfrend, CAA Intelligency Group
& Shara Senderoff, CEO, Intern Sushi

Right now as we speak, Millennials represent over **50%** of the nation’s workforce.*

25 years from today, that number will jump to, wait for it...

75%

That’s not a misprint. It’s a full-on takeover. And we’re totally looking forward to it.

Business As Usual Isn't Anymore

Millennials aren't into the stodgy, old-fashioned "status quos" in the workplace.

They're into reinventing them.

Millennials are motivated – over half aspire to become the leader or most senior executive within their current organization. However, they have a gap to close – only 28% of Millennials feel their current organization is making full use of their skills.*

So over the next 10 years, we expect that Millennials will leverage their second-nature

technological expertise and thirst for innovation to make the impact they want, obtain leadership positions, and revolutionize the whole idea of "workplace productivity."

Spontaneity and technology will play increasingly vital roles in the way individuals and teams connect, share ideas and bring products to market.

All of the barriers that have traditionally kept people from collaborating successfully will be eliminated by a combination of software, electronics, WiFi and ingenuity.

"Millennials are focused on achieving through personal networks and technology; having good work-life balance; and getting high levels of support from their managers."

—Ray Williams

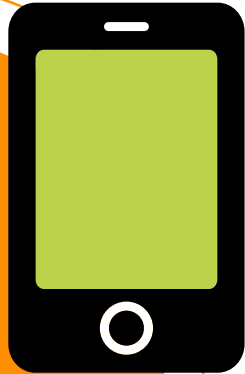
Psychology Today, "How the Millennial Generation Will Change the Workplace"

*The Deloitte Millennial Survey 2015

"This is a set of workers that wants to share their creativity, ideas and knowledge with others, as well as learn from those around them, so knowledge has to flow seamlessly across boundaries."

—Alastair Mitchell
CEO & Co-founder, Huddle.com

Fun Facts, Figures & a Falsehood



Q:

True or False?

80% of Millennials sleep with their phones next to their bed*.

A:

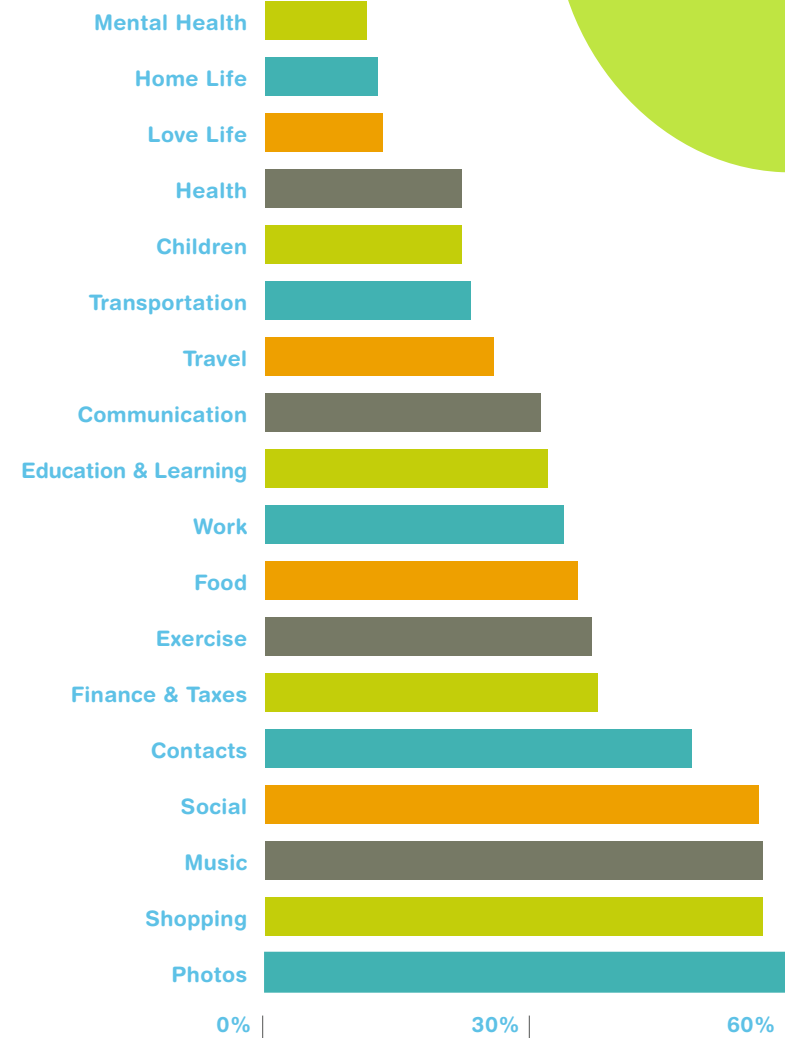
It's true. They totally sleep by their phones.

Why?

Because their phone (or tablet, for that matter) is their life. Literally.



Mobile Device Use In Life**



*Digiday ([Link](#))

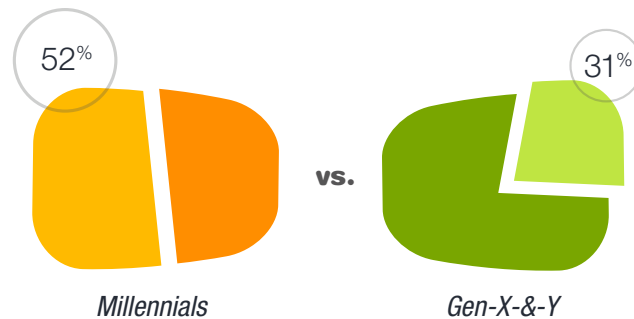
**join.me Mobile Usage Survey, March 2015 – respondents provided by SurveyMonkey, Inc.

What about in the workplace, you ask?

Turns out that this obsession with their mobile devices is changing the way Millennials connect and collaborate, as well.

FACT:

Young business executives under the age of 35 host 52% of their meetings online.*



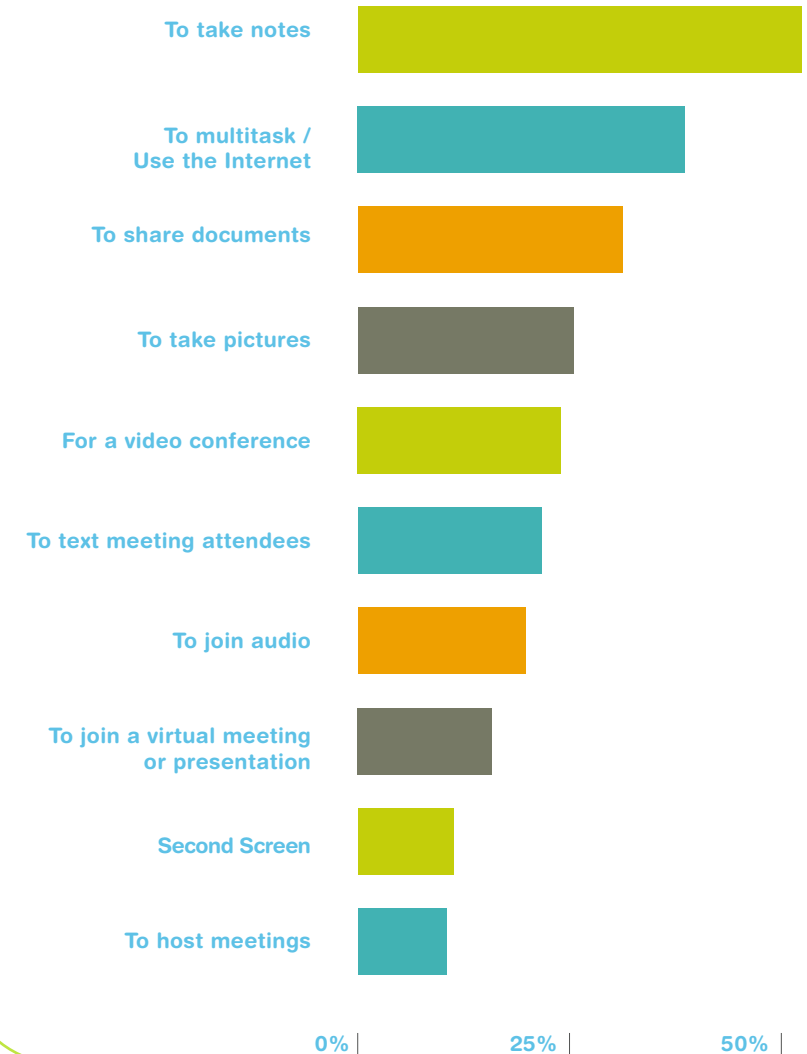
Q:

Aren't phones and tablets a distraction during these meetings?

A:

On the contrary. Millennials use them to make meetings more productive!

Mobile Device Use In Meetings**



*2014 join.me and Ovum Collaboration Study

**join.me Mobile Usage Survey, March 2015 – respondents provided by SurveyMonkey, Inc.

Some More Facts About Millennials*:

- 80% text with colleagues
- 60% text with their bosses
- 65% plan to buy a smartwatch in the next 3 years
- 51% own and use a laptop, smartphone *and* tablet
- 40% would accept a lower salary in exchange for more flexible hours

A Falsehood About Millennials:

*“Millennials are digital addicts who want to do – and share – everything online, without regard for personal or professional boundaries.”***

Here are two facts about that:

FACT #1

According to a recent study by the IBM Institute for Business Value, Millennials’ top three preferences for learning new skills at work are physical, not virtual.**

FACT #2

As for respecting professional boundaries in social media, it’s the Millennials – not Gen X or Boomers – who are most likely to draw a firm line separating their personal and professional lives.***

*join.me Mobile Usage Survey, March 2015 – respondents provided by SurveyMonkey, Inc.

**IBM, “Myths, exaggerations and uncomfortable truths” ([Link](#))

***Fortune Magazine, “5 Myths About Millennials in the Workplace”

Where Do We Go From Here?

As any Millennial who's into "Star Trek" will tell you, we boldly go where no generation has gone before.

As more and more Millennials enter the workforce, we'll see a definitive, permanent shift to a more mobile, connected and collaborative work environment.

Q: What does all this mean for the companies hiring them?

A: It means four things, actually:

1. Companies will need to embrace and implement technologies that enable fast, and reliable, on-the-go work and mobile meetings.
2. They'll need to ensure these platforms integrate and "play nice" with each other, to provide an easy, seamless work experience.
3. They'll need to choose platforms that are optimized for every smart device out there – including the ones that haven't even been invented yet.
4. They'll need to think beyond brick-and-mortar office space to accommodate flexible schedules and consider any space with WiFi as a potential work location.



"Millennials have grown up in a world of instant communication and constant connectivity. They're collaborating while on-the-go, and constantly searching for the latest app or device to help them work better. If it isn't designed for their work style, it will be left behind."

**— Craig Daniel,
VP of Products,
join.me by LogMeIn**

Oh, and we forgot one last thing:

It means that the future of collaboration and productivity will be more fruitful and sustainable than anything we've witnessed so far in our lifetime.

"The most significant changes to our world are going on as we speak and will continue as Millennials become our future leaders. We should recognize them for their efforts and support them so they are able to help revive the economy and build a better world."

— Dan Schawbel

Forbes Magazine, "Why You Can't Ignore Millennials"





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