



Mentoring an Evolving Workforce
May 19, 2023

Introduction



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Disruption: Organizational + Culture Change
Leadership Coaching + Development



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Agenda

- What's Happening in the Workforce
- Why Mentoring Is Important!
- What is Mentoring
- How to Mentor

Getting to Know Each Other

5 mins



Introduce Yourself to Someone New

Name

Job + Company

Why are you here?

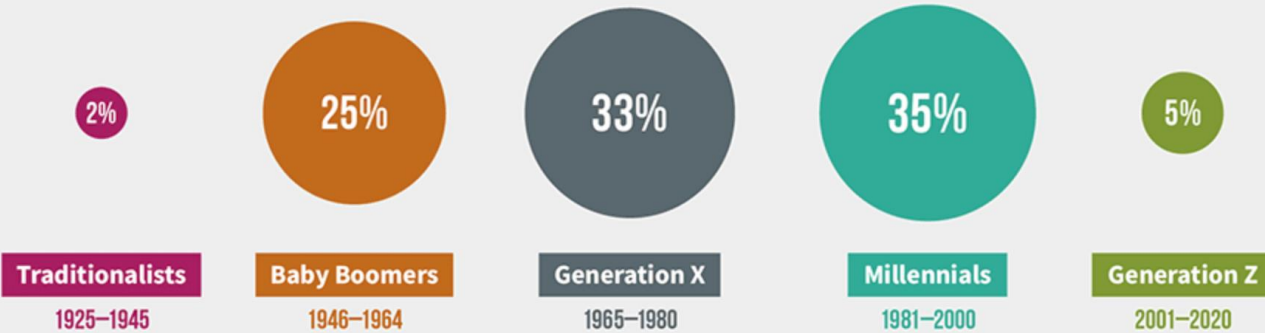
What do you hope to get out of this session?

What's Happening in the Workforce

For the first time in history, there are five generations in the workplace.
By 2025, millennials will comprise 75% of the global workforce.

One size doesn't fit all when it comes to today's workforce—five generations of workers means five approaches to work.¹ Learn how to adjust to a multigenerational workforce.

Current U.S. workforce numbers²:



Satisfying Work Value stability

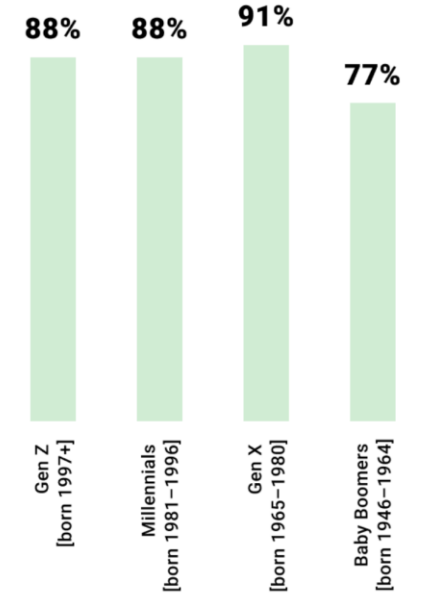
Goals, Deadlines Mentors

Feedback, Flexibility Development

Flexibility, Results Immediate Feedback

Variety, Balanced Life, Self-directed

“If I were an employer, I would hire people representing different generations.”



LiveCareer

Gen X to Gen Z Challenges + Expectations

72% of Gen Z-ers and 66% of millennials are contemplating a career change in the next 12 months. LinkedIn

Almost a third of Gen X respondents who intend to quit their job say hybrid or work-from-home options would change their mind. EY

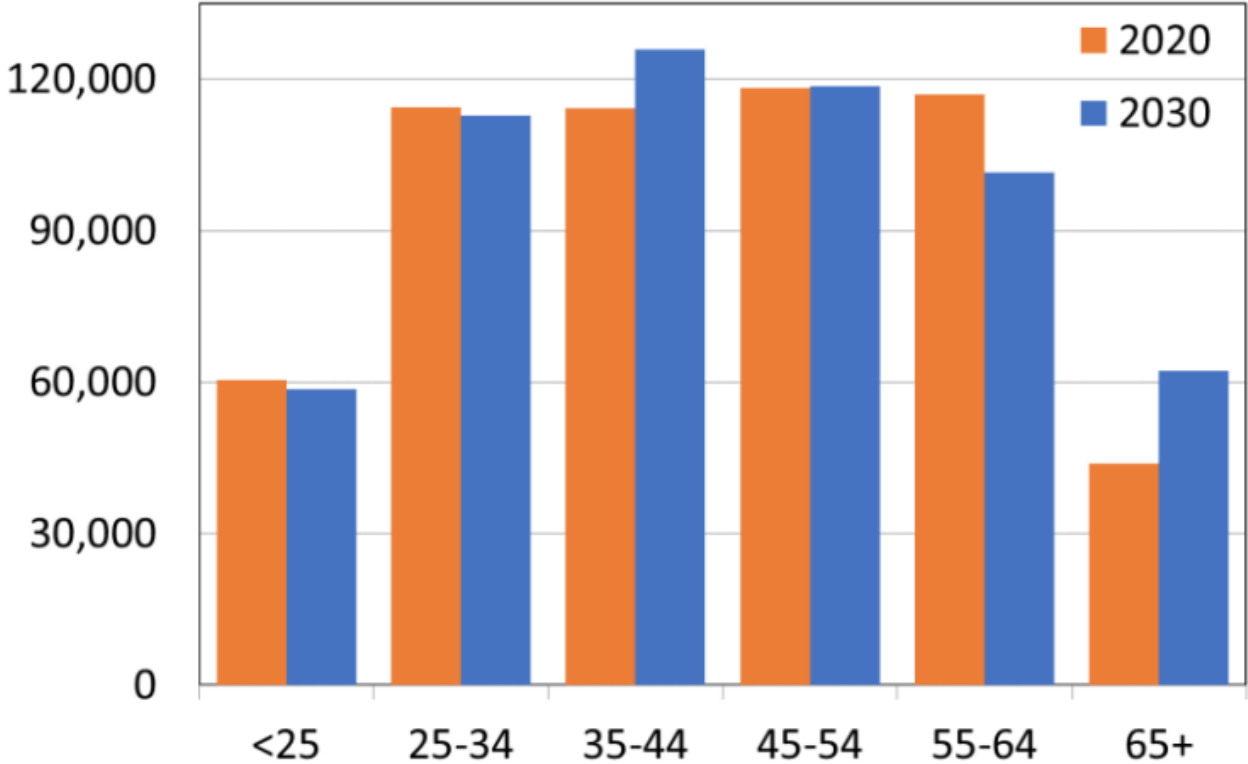
40% of Gen Z wants to interact with their boss daily or several times each day – get to know them personally.

Millennials are motivated by quality manager and unique work experiences.



What's Happening in Maine

Employment by Age Group in Maine 2020 and Projected 2030



The **majority of jobs**, including most in retail, construction, **banking**, healthcare, government, and many other sectors, primarily serve their local community.
Maine.gov/labor

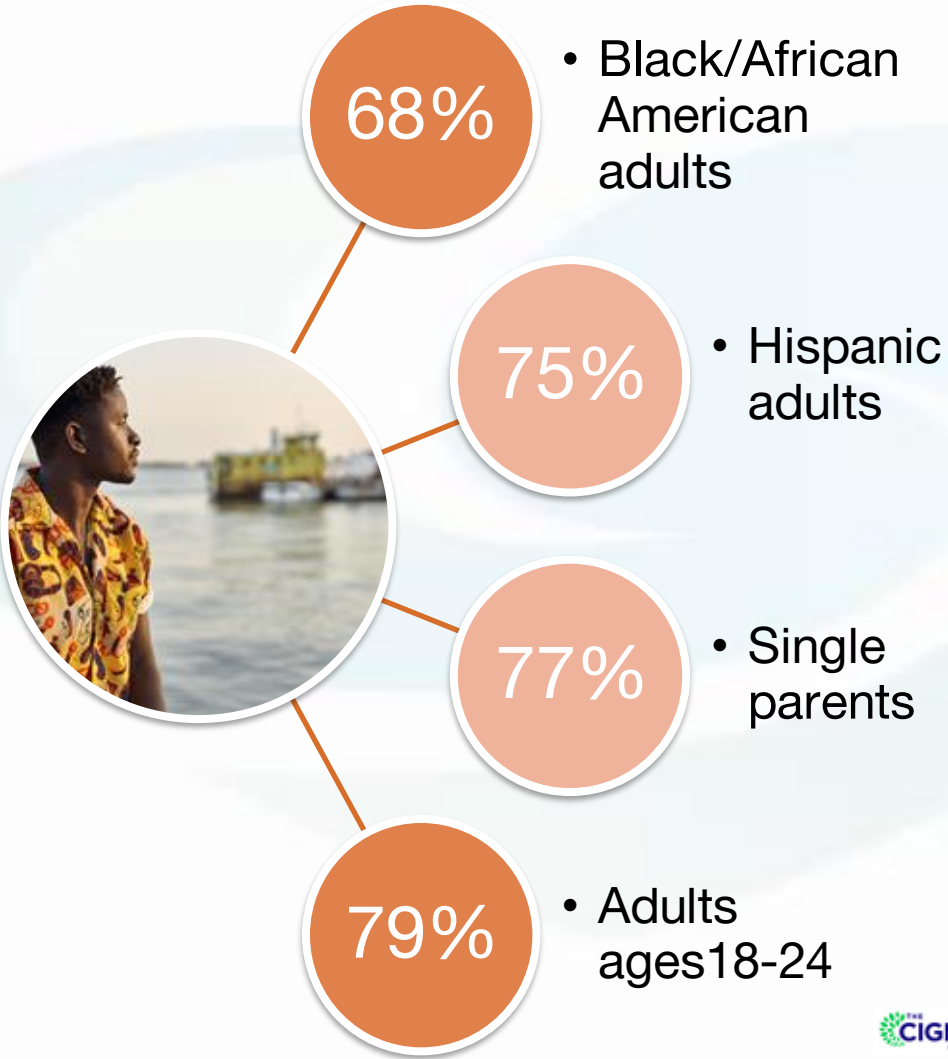
75,000 workers to the state economy **by 2029**. Press Herald

Maine's population growth was fueled by pandemic-era domestic and **international migration**. Maine Monitor

25% of college students are **racially diverse**. Inclusion Maine Conference

Impact of the Pandemic on the Workforce

We have a loneliness epidemic!



Employees desire connection

Employees want to collaborate

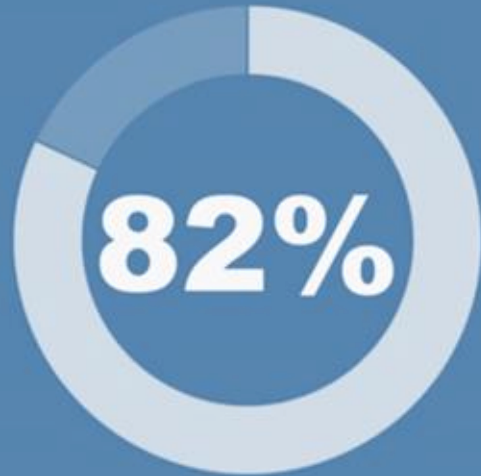
Employees want compassion



Disrupting Talent Management

Employees want companies to act more human! Korn Ferry, 2022

Employee Priorities Have Changed



of Employees
it is
Their
Sees

n = 5,000 employees
Source: 2021 Gallup EVP Employee Survey

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Top 5 predictors of retention

	Employees intending to stay > 5 years	Employees intending to leave within 1 year
Opportunities to achieve career goals at the company	69%	23%
Trust and confidence in companies senior leadership team	75%	31%
Company shows care and concern for employees	76%	34%
Company effectively managed and well-run	70%	28%
Opportunities for learning and development at the company	75%	34%

Source: Korn Ferry Insight database

Identify a Mentor

3
mins



Mentoring is Networking, Coaching, Connection



77% of women who place high on the career ladder have a strong, trusted inner circle of two to three other women who help them make connections and circumvent traditional barriers to success. Women2

Over 80% of job seekers say that their network has helped them find work. Indeed

What is Mentoring

It is a relationship that has purpose, intention, structure

- Learning new skills
- Solving problems
- Getting things done
- Professional growth
- Feeling seen, heard, supported

Multigenerational Workforce Benefits



AIHR | ACADEMY TO INNOVATE HR

Types of Mentor Relationships

Traditional Mentor

- 1:1
- Hierarchical

Mutual Mentor

- 1:1
- Give/Receive

Group Mentor

- 3 to 4
- Common Needs

Sponsor

- 1 or Group
- Advocates for Career



Mentors + mentees know how to

- Listen
- Ask questions
- Be vulnerable
- Understand the need
- Collectively problem solve
- Show compassion and care

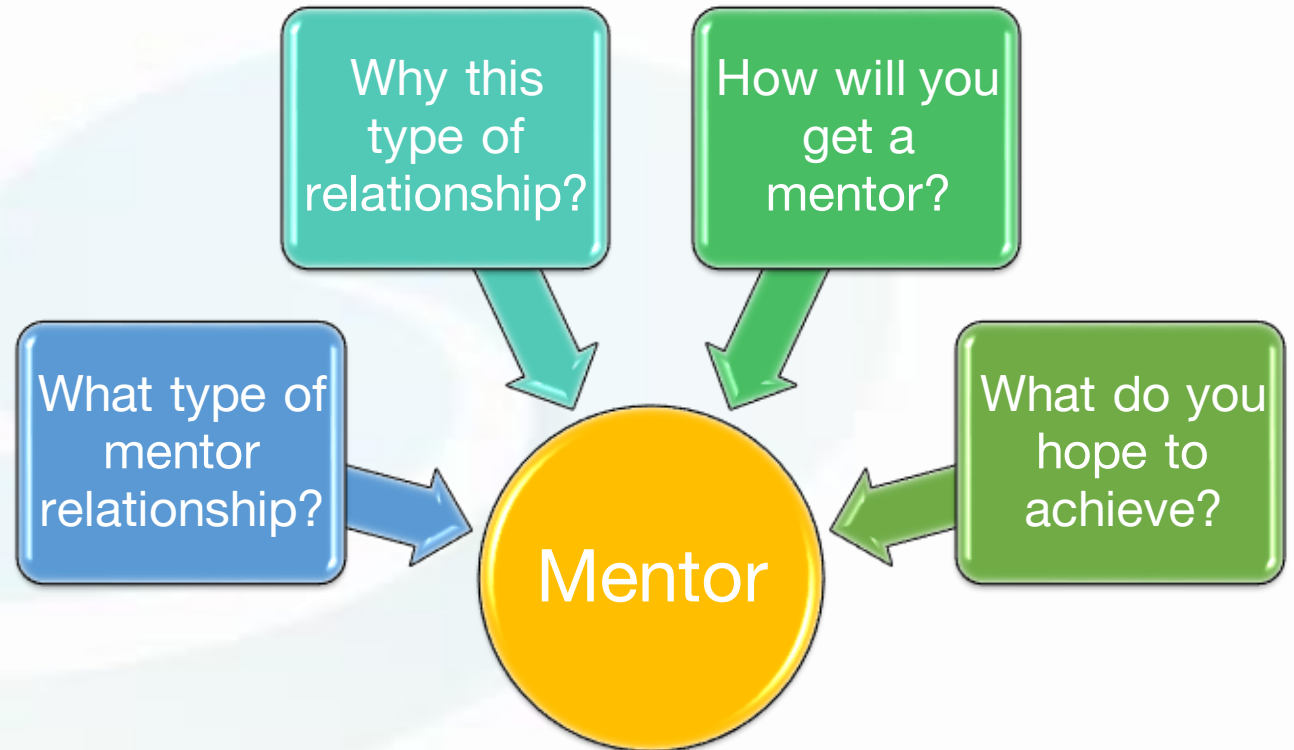
Identify a Mentor

5
mins

You are a branch manager and struggling with attracting and retaining tellers. You are competing against companies who offer virtual or hybrid work at the same pay or better.

The number of customers who come into the bank or use the drive-through continues to decrease yet the number of phone calls and virtual transactions are increasing. You are serving and employing multi-generations. You want to change the way the bank serves customers and manages employees' duties – blend teller and customer service roles. When they are performing their teller duties, they will be onsite. When they are performing customer service representative duties, they will be virtual. You believe this will help attract and retain employees.

You are working on developing your influencing skills. You want to recommend to the Bank President.



Human-Centered Leadership: Employee Well-Being

June 6, 2023



Resilience

- smash through limiting beliefs and ignite empowering new convictions
- sustain a career-accelerating perspective



Leadership

- be a compassionate leader who builds meaningful connections



Engagement

- engage happier, healthier employees