

Millennials Entering into the Workforce & How to Protect your New Employees



2015 GLOBAL CONGRESS ON TRAVEL RISK MANAGEMENT

Introducing Your Presenter



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Defining Millennials

Generation Y: Born in 1980's – late 1990's: Ages 18-35

- Most protected...now fearless, generation in history
- Diversity is essential to personal and business success
- Technology Oriented – BYOD



Most Protected... now Fearless, Generation in History

- An umbrella of safety has encompassed Millennial's lives
- Desire to experience local cultures and interact with local people
- Willingness to engage in sharing economies
 - Uber, Lyft, AirBnB
- 'Bleisure' travel is becoming more common



Diversity is Essential to Personal and Business Success

- Most diverse generation in history
 - Race, religion, sexual orientation, appearances
- Diversity and inclusion are key drivers in creativity, innovation, and consensus

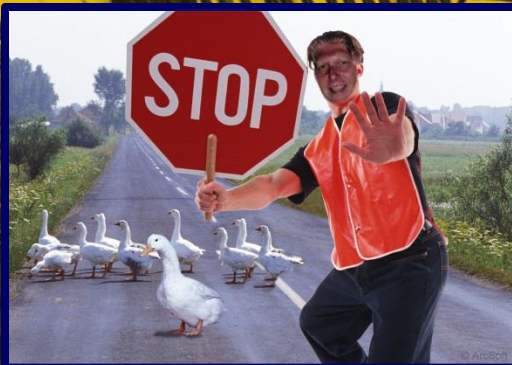


Technology Oriented - BYOD

- Social Media is integrated into all activities
 - 70% use social media for recommendations
 - 50% show their travel on social media sites
- Mobile functionality is key
 - Connectivity to local experiences and people
 - Instagram, Twitter, Tinder
- Multitasking is the new normal
 - Diminished awareness



Stay Open to New Ideas & Styles of Travel Management



- Road Warrior Travel Blogs
- Dress inconspicuously (see image below)
- Set expectations – travel policy, expense guidelines, preferred properties and transportation
- Safety buddy – regularly scheduled check ins, review global security climate, document copies
- Integrate a millennial into travel technology evaluation, support and travel policy
- Consistent and documented global travel onboarding protocols and processes