

Generation Y to Senior Managers: “I am the boss of me!”

Those sad managers who still think the best way to get something done is to boss their junior staff around are truly sorry souls.

Generation Y wants nothing to do with **chains of command** or anything else binding! The newest generation of workers, they are online, networking and gathering information **at breakneck speeds**.

They are digitally more **sophisticated** than any generation that have come before them, and think nothing of **jumping ship** for a sweeter deal offered by a competitor. And they remember to blog their nasty comments about a bad workplace just before they exit.

While an authoritative style is still acceptable in some situations, for most work environments, what today's employees **crave** is the **latitude** to create a personal power base and a voice to make an impact on business operations.

Employees nowadays are more like independent contractors than the **die-hard union men** of **yesteryear** who prided themselves on years in the job. How many younger employees do you know who have stayed at the same workplace for years on end? The silence may be **deafening**.

In a digital world without borders, understanding an employee's need for freedom is critical in leadership management. **Stifle** an employee's creative thinking with too many “This is the way we do things here!” and you can count the days until the employee packs the bags and heads for greener pastures.

Glossary

at breakneck speeds	very fast
chain of command	the way in which orders are passed down through the business
crave	have a strong desire for something
deafening	extremely loud
die-hard	tradition-bound and obstinately opinionated
Generation Y	people born between 1977-1994
jump ship	depart a company without warning (usually to work for another company)
latitude	freedom
sophisticated	knowledgeable about the ways of the world
stifle	suppress
union man	member of a trade union
yesteryear	the olden days