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*“Examining the Impact of Leadership Practices on the Retention of Millennials”*

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## **RESEARCH QUESTIONS / PROBLEMS:**

Organization’s inability to retain Millennial employees in a multi-generational workplace

## **METHODS:**

- Qualitative Research: Case Study (Interviews)

## **RESULTS / FINDINGS:**

- 100% of employees interviewed believe leadership practices impact the retention of Millennials in a multi-generational workplace
- To reduce the turnover of Millennial employees, encourage leaders within your organization to:
  - I. Provide opportunities for development and growth.
  - II. Engage in open dialogue and maintain open forums of communication.
  - III. Create a sense of belonging amongst their Millennial employees by identifying their needs and wants and ensuring they understand the value they bring to the organization.

## **SIGNIFICANCE / IMPLICATIONS:**

- Organizational leaders and executives must realize that current managerial systems are “stuck in the industrial era” and “it is time for a new model” (Manville and Ober, 2003)
- Potential Solutions
  - I. Complexity Leadership Theory - New, relevant, and practical model which suggests to enable learning, creative, and adaptive capacities of complex adaptive systems; otherwise, risk becoming obsolete
  - II. Create new training curriculum for scholars, policymakers, and organizational leaders/executives using the aforementioned findings