



3 Tips for Millennial Managers

More and more Millennials are stepping into leadership and management positions. In many cases, they are overseeing various generations. Their teams can include Generation Z, now entering the workforce as college graduates, to Boomers, who are sometimes the age of their parents or even grandparents. This age diversity produces challenges for even experienced managers. For Millennial managers, often navigating their first supervisory role, it can produce stress and uncertainty. Here are a few reminders for Millennial managers as you learn and grow as a leader:

- **Be a learner.** In leadership positions, we often feel pressure to know it all and have all the answers. The reality is that no one really has it all figured out and acting like you do only undermines your credibility. If there are more experienced individuals on your team, ask them for their perspectives. Learn about the history of the organization and team. Seek to understand why things are the way they are before you begin to change them. This can help you avoid mistakes of the past.
- **Know your people.** In today's incredibly diverse workplaces, there is no one management style that is going to work for everyone. Take the time to get to know the individuals on your team. I highly recommend, when possible, having them do an assessment (ie. Enneagram, MBTI, StrengthsFinder) to learn more about how each of them approaches their work. Also, take time to talk with them individually, this can be a simple check-in occasionally, or regular weekly or monthly meetings. Look and listen for indicators of what they value (order, punctuality, quality time, words of affirmation, a gift) and make efforts to honor these values and communicate appreciation in ways that are meaningful to them.
- **Embrace failure.** You are not going to do everything right. You are not going to make everyone happy. That is part of leadership. All of us fail, even after years of experience. What matters most is how we fail. Do we try to ignore our failure, blame others, or make excuses? These responses will undermine your leadership quickly. The best leaders acknowledge when they fail, they apologize when needed, and they learn from their mistakes. They

embrace the potential for personal and professional growth in their failures. Good leaders seek out the resources and make the changes that enable them to avoid repeating mistakes. So, when you fail, don't panic. Recognize it as an opportunity to demonstrate your character, model humility and integrity, and learn and grow. Your team will appreciate you for it!

Healthy leadership requires incredible self-awareness, courage, and sacrifice. As a new manager or leader, you need support. Find a mentor or friend who can encourage you, help you process the situations you are navigating, and provide honest feedback. You've got this!

For the next generation,

Jolene Erlacher



Upcoming Events:

September 17:

[JAARS](#)

Waxhaw, NC

September 29:

[MATA](#)

Virtual

October 9:

Jolene's Classes:

**September 22-
November 16:**

[Understanding
Today's Students](#)

Eduspire

**October 20-
December 12:**

Perspectives

Virtual

October 20:

MAF

Virtual

History of Organizational Leadership

NCU

**October 22-
December 16:**

Entrepreneurship Consulting

SEU



Jolene will be leading Part 1 of a 3-part series hosted by Missio Nexus "[How Well-Managed Organizations Can Cultivate the Next Generation of Leaders](#)" **on October 16th**. Feel free to participate in one, two, or all three.

November 6th, Part 2: [Identifying and Inviting NextGen Leaders \(And why you need them!\)](#)

November 20th, Part 3: [Investing in NextGen Leaders \(And what it will cost you!\)](#)

Participants will discover the key components of an organization culture that inspires Millennial and Gen Z workers to desire and pursue leadership roles. They will learn what makes these generations different in their understanding of authority and how the organization can adapt to meet their needs without compromising their values, vision, and mission.

Leading Mobilization into a New Age of Missions

Jolene will join others as a presenter at an upcoming event, [Leading Mobilization into a New Age of Missions](#) by MissioNexus for mobilization directors and affiliated leaders December 4-5 in Tempe, AZ. Sessions include understanding this new age of missions (**Lead Beyond**), re-imagining our organizational cultures (**Lead Up**), re-imagining our collaboration with churches and our fields (**Lead With**), re-imagining our relating to candidates (**Lead Out**), and re-orienting our mobilization teams (**Lead In**).



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