

# Grooming the surge of millennial leadership with on-the-job learning

## 5 key takeaways for developing the next generation of leaders



### 1 Millennials crave learning

Ask development related questions during recruiting and validate that during onboarding (i.e. assign courses based on their passions), putting them on a path right away.

### 2 Leadership training is a must

80% of millennials say that on-the-job and leadership training will be important to help them perform at their best; however, 55% said they are not satisfied with leadership development opportunities offered by their company. **Without leadership training, 70% of millennials will leave a company within two years.**

### 3 Shift to a self-directed learning model

Modern learning management system (LMS) technology facilitates how people learn in real life with self-directed learning. Employees can explore skills and training that meets their interest and career development plan. **Cutting-edge LMS technology can also predict and recommend relevant learning to employees.**

### 4 Make Learning accessible on-demand

68% of millennials said online courses are most effective for leadership development (and training in general). Your company needs a robust library of courses available from any device, on-demand. Millennials want to get the answers they need at the moment a challenge arises in addition to preemptive training.

### 5 Learning drives career mobility

Career paths today are more of a lattice rather than a ladder and millennials are looking for training that gives them mobility within their career. **87% of millennials rate career growth opportunities as important in a job.** Companies experience 16% decrease in turnover when learning is tied to mobility.