

# ANDY MASTERS

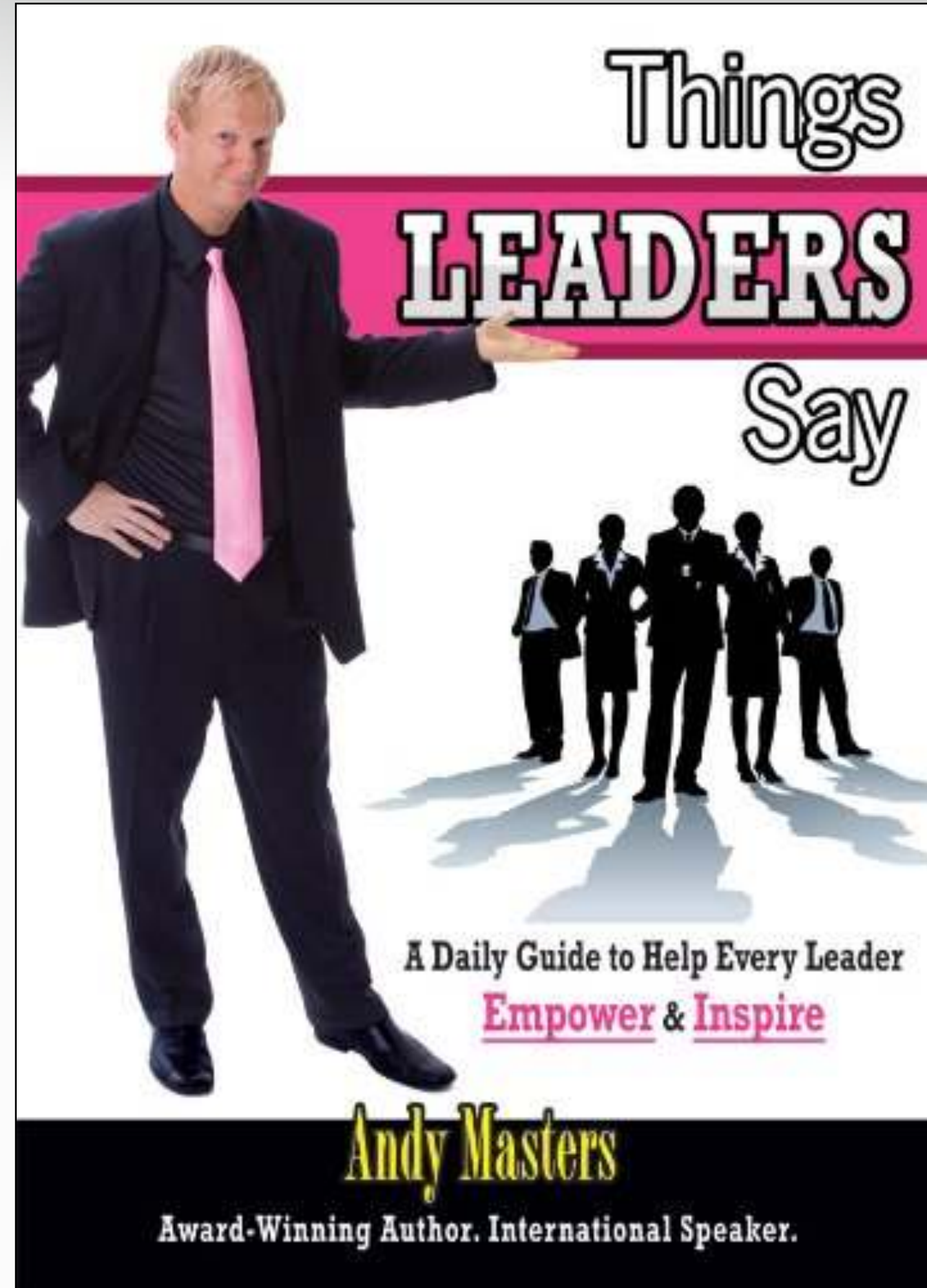
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**CRISIS**



A white rectangular sign with the word "Forbes" in a black serif font, tilted slightly to the right. The sign is attached to a grey metal pole that extends from the top right corner of the frame down to a city skyline silhouette.

Forbes®

A black silhouette of a city skyline with various skyscrapers of different heights and shapes, set against a solid pink background.

— — — — — 70% of Millennials — — — — —

LEAVE their first job  
within 2 years of employment.



— — — — — 46% of Millennials — — — — —

LEFT their last job due to  
LACK of career growth



34% of Gen Z

Said they were most motivated by “Advancement Opportunity” -- #1 ahead of “More Money”, “Meaningful Work”, and “Fast Growing Company”.



— — — — — 94% of Employees — — — — —

Said they would stay at a company longer if it simply  
invested in helping them learn, according to  
LinkedIn's 2019 Workforce Learning Report.





# Harvard Business Review

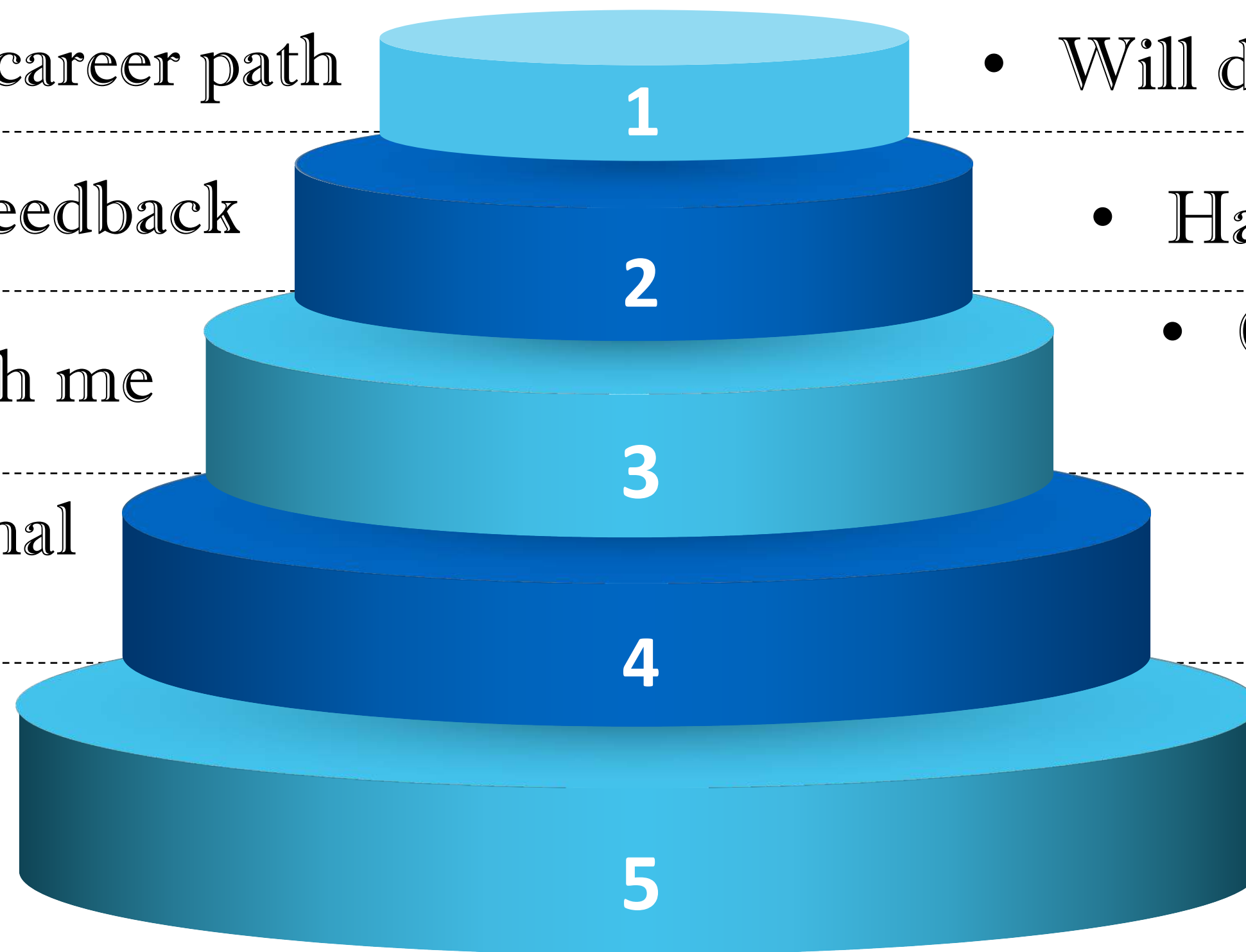
Spotlight on Leadership:  
The NEXT Generation

Mentoring Millennials

# What Millennials Want

## FROM THEIR BOSS

- Will help me navigate my career path
- Will give me straight feedback
- Will mentor and coach me
- Will sponsor me for formal development programs
- Is comfortable with flexible schedules



## FROM THEIR COMPANY

- Will develop my skills for the future
- Has strong values
- Offers customizable options in my benefits/reward package
- Allows me to blend work with the rest of my life
- Offers a clear career path

CFO: “What if we develop our people and they leave?”

CEO: “What if we don't develop them and they stay?”

2 Types

# Tony Hsieh, CEO, Zappos

“For me, my role is about **unleashing** what people already have inside them that is maybe suppressed in most work environments.”





“Managers often see  
the negative in people.

Mentors see the potential.”

## Things LEADERS Say:

“To develop you from where you are right now, to where you want to be, this is the plan.”

## Things LEADERS *Don't* Say:

“Trust me. There will be plenty of opportunities out there for you someday.”

From Things LEADERS Say, page 58.



“I’ve got a new employee working for me on September 1st.”

“You have a new mentorship beginning on September 1st.”

UN FILM DE JOHN IRVIN

# HAMBURGER HILL

PARAMOUNT PICTURES PRESENTS A FILM BY JOHN IRVIN HAMBURGER HILL  
CASTING BY ANTHONY BARKER COSTUME DESIGNER MICHAEL PRINCE EXECUTIVE PRODUCERS JIM CARABASOS  
PRODUCED BY LARRY DE VARY WRITTEN BY JIM CARABASOS DIRECTED BY JOHN IRVIN  
CASTING BY ANTHONY BARKER COSTUME DESIGNER MICHAEL PRINCE EXECUTIVE PRODUCERS JIM CARABASOS  
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“LEADERS who micro-manage  
spend more time looking down  
than looking up.”

“A LEADER is not someone who takes on all tasks and responsibilities.

A LEADER is someone who empowers and inspires others to achieve as a team for the greater good of the organization.”

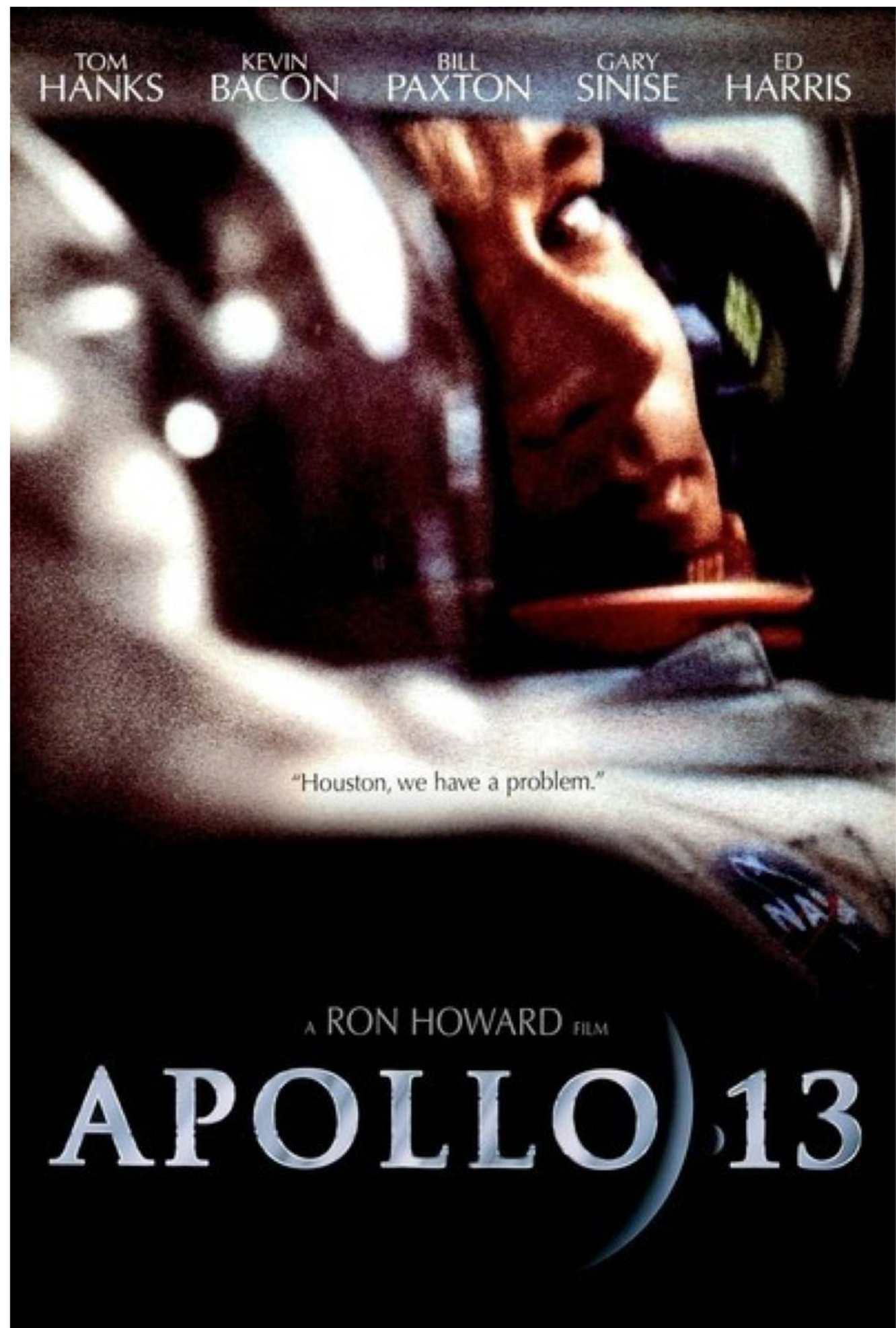
## Things LEADERS Say:

“This is a very important project. I'd like to bring you along so you can contribute and develop.”

## Things LEADERS *Don't* Say:

“This is a very important project. I've got to tackle this one on my own.”







**Crest**

FLUORIDE ANTICAVITY TOOTHPASTE NET WT 8.2 OZ (232g)

BAKING SODA & PEROXIDE  
**WHITENING**  
WITH TARTAR PROTECTION

Fresh Mint

**Crest**

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Fresh Mint



Foster a **POSITIVE**  
working environment.

Master the **ART** of **Appreciation**.

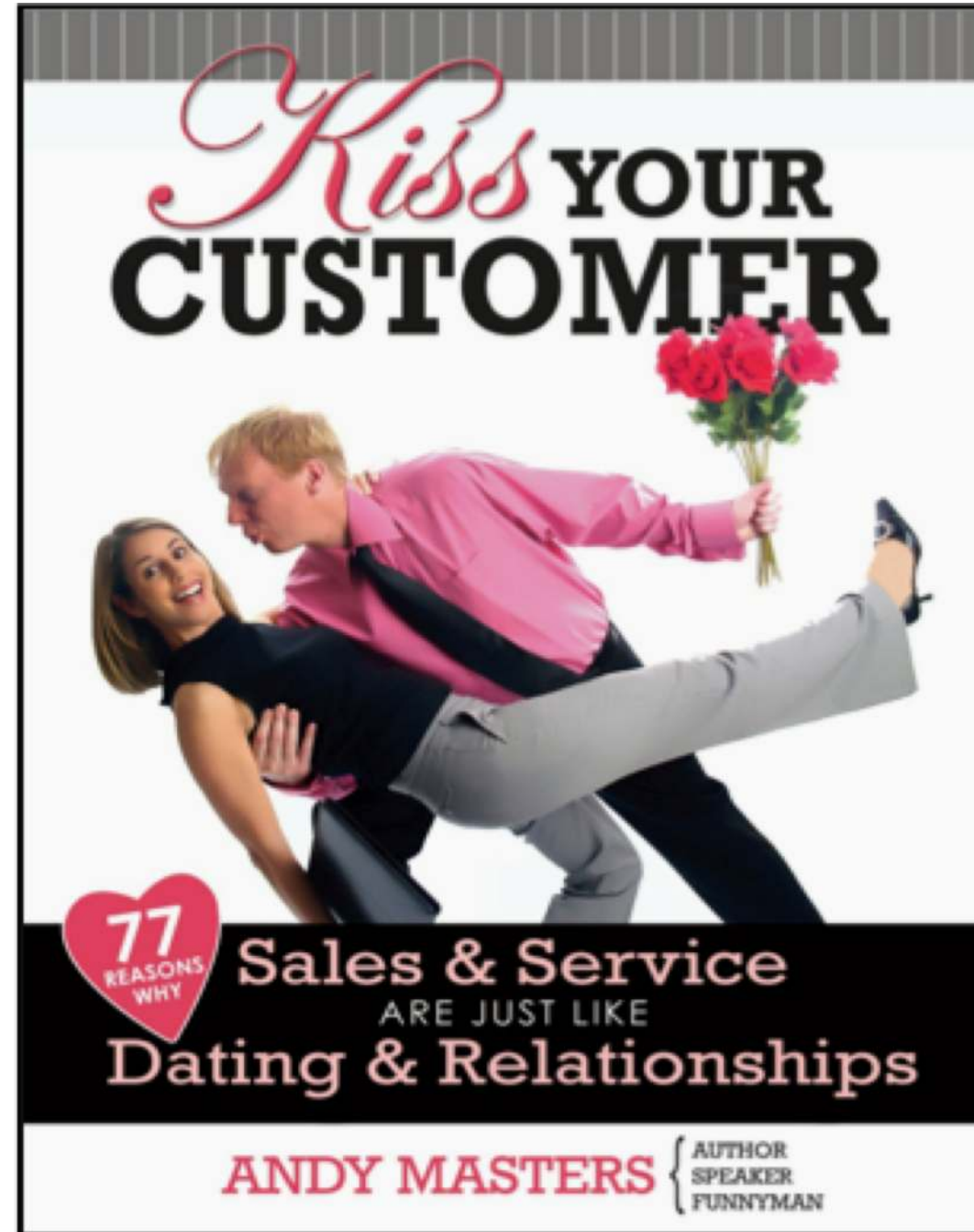
From Mike Judge,  
creator of "Beavis and Butt-head"

# Office Space



Work sucks.

DVD



How To **STRESS** YOURSELF OUT,  
BE **LATE** FOR EVERYTHING,  
AND **DIE YOUNG.**



Clients do not come first.  
**Employees come first.**  
If you take care of your  
employees, they will take  
care of the clients.

- Richard Branson







How will you be  
remembered on  
your last day?