Discernment, Engagement, and Meaning: Are Millennials Really Unique?

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Questions related to specific materials, methods, and services will be addressed at the conclusion of this presentation.
Learning Objectives

1. Demonstrate to owners, managers and A/E's the value of creating “Why” to retain long-term professionals.

2. Engage graduates and young building industry professionals in the practice of commissioning to achieve better-performing buildings.

3. Discuss commissioning factors that affect holistic and exemplary performance of buildings and project teams.

4. Share methods for enabling the next generation of commissioning professionals to partner with project team members for delivering excellence in the commercial building sector.
Agenda

• Introduce Terminology
• WHY
• Panel Discussion
Millennials

- Generation Y
- Early 1980’s to early 2000’s
- Increased use of technology
- Generally more liberal politics and economics
- Effected by the Great Recession and High Unemployment
Employee Engagement

• Discernment
• Engagement
• Meaning
The Power of WHY

WHY

How

What
## Find Your WHY

### Generational Blend
1. Satisfaction and pride
2. To make a living
3. Improve the world
4. Help people get what they pay for
5. Personal development
6. Challenging/Problem solving
7. Meet new people

### Millenials
1. Learning
2. Interesting/Challenging
3. Client satisfaction
4. Sustainable & energy efficient buildings
5. Environment
6. Teamwork

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References and Resources

• Barry Schwartz – *Why We Work*
• Adam Grant – *Originals*
The Panel

- Austin Azzaretto
- Kate Vawter
- Corey Brown
- Garrett Husky
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Discussion Topics

• How was Commissioning as a potential profession introduced to you?
• What has been expressed to you about why we commission buildings?
• What motivates you to get up in the morning and go to work?
• What training do you recommend companies provide today’s new graduates entering commissioning?