Millennium and Millennials

Mach 2016

Pieter Lydian
Peter.Sutiono@Microsoft.com
+62 811 978873

Microsoft

Overview

Current State

Microsoft Culture and Priorities

Attracting and Retaining Millennials

Current State

Microsoft

The world is changing at a fast pace

60.3% of people accessing the internet in the last 2 years is via a mobile

665 million Facebook Daily active users. There are +69 milli[on] users here in Indonesia.

55 to 64 year olds is Twitter's fastest growing age demographi[c] (79% increase). In Indonesia, there are +30 million users.

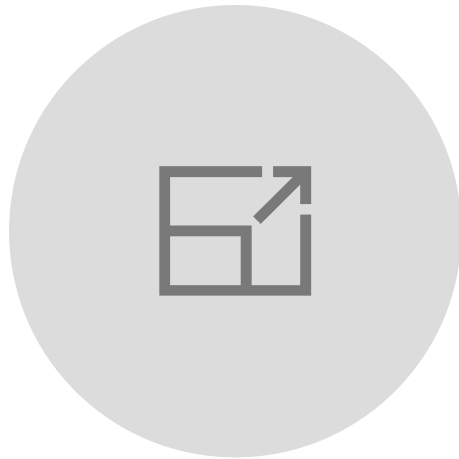YouTube reaches more U.S. adults ages 18-34 than any cab[le] network

2 new users join LinkedIn every second. There are +3 million users in Indonesia.
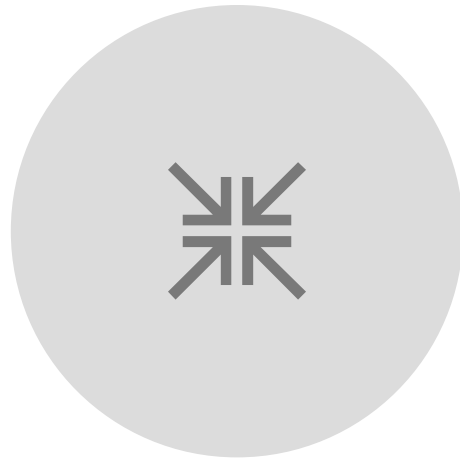
FACT

Tech's Impact on Business and People

**Shifting
business models**

**Hybrid
structures**

**Silos
exploding**

**War for
talent**

**New ways
of working**

HR Transformation Trends

HR plays a more **strategic role** in business performance.

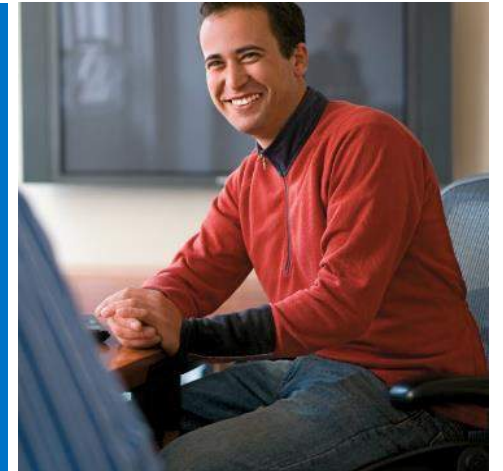Competition for talent drives a more **analytical approach**.

Multi-generational workforce demands more **flexible workstyles**.

Globalization requires a more **innovative** approach to HR.

Employee **collaboration** becomes even more critical to corporate effectiveness.

... to build modern HR at Microsoft

Microsoft Culture and Priorities

Microsoft

Our Culture

Growth mindset → Customer obsessed
Diverse and inclusive → Making a difference
One Microsoft

Attracting and Retaining Millennials

Microsoft

Millennials at Microsoft

Microsoft Academy College Hire (MACH) is a global initiative and as of Jan 2016:

1	Globally - 3,612 MACHs and 764 MBA = 7.9% of Sales org.
2	72% of MACHs 6+ years at Microsoft have advanced 2-4 career stages. (7% are managers)
3	48% of MBAs 6+ years at Microsoft have advanced 2-3 career stages. (27% are managers)
4	17% of MACHs and 12% of MBAs received top rewards this last performance cycle
5	23% of MACHs and 16% of MBAs (eligible) were identified as Key Talent
6	73% of global MACH population still at Microsoft – starting to see attrition increases in 2-6 years at Microsoft

Insights: MACH VALUE
Energy, openness, unique perspective, and willingness to learn are top selling points.

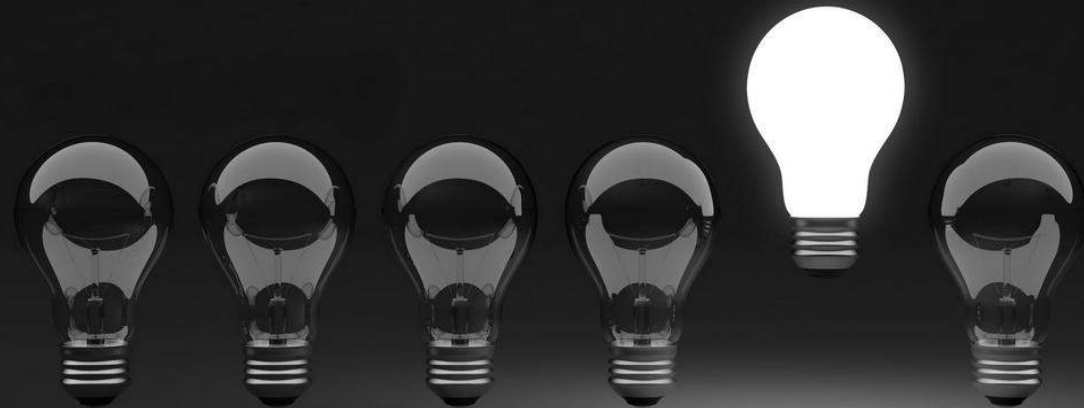|	
Seen as potential to be **culture catalysts**	MACHs bring fresh perspective and **rookie smarts**
Represent a key segment of **our customers**	Valuable source of **diverse** talent
Early source for building an **internal talent pipeline**	

No one size fits all

Baby Boomers

**Generation X**

Generation Y

Employee Development and Career Path

- When we hire, we are mapping the candidates not only for 1 role, but trying to map the candidate for their next to 2-3 future roles which acts as their individual development and career path

- Holding people managers and employees accountable for the individual development plan

- Build an inclusive, service-oriented human resources organization that provides learning to a diverse, multi-generational workforce by leveraging the technology

- By 2018, we are targeting 20% of our workforce comes from Microsoft Academy College Hire (MACH) which serves as diverse talents from millennials generation
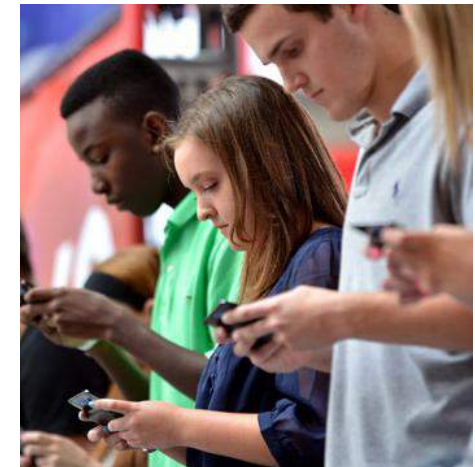
International Exposures

- Our geographically presence is so widely spread hence we are encouraging people to pursue their international career

- We have our MACH global community where their connect regularly to share best practices and success story
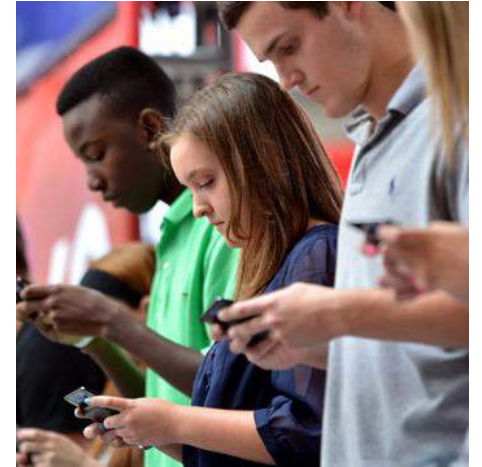
Cross-pollination: an Engagement Tool

Reverse mentoring empowers the younger generation and engages the older generation by...

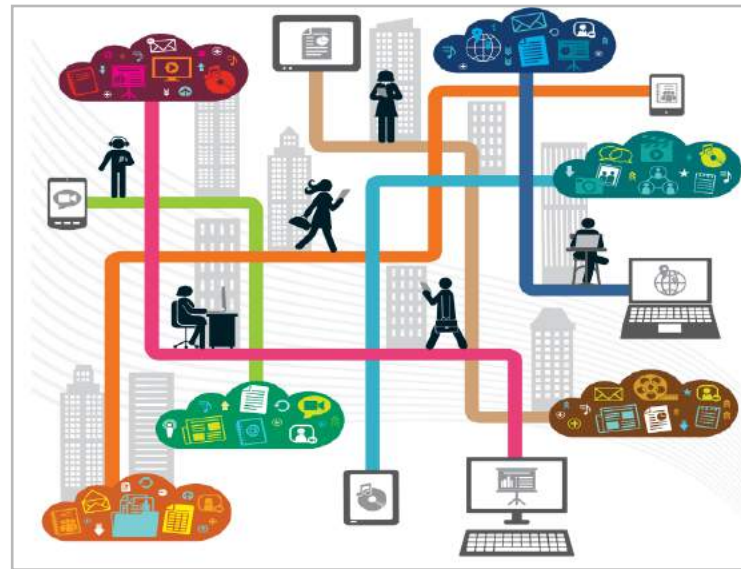Helping current leaders to understand and appreciate future leaders

Helping younger employees gain knowledge from the Veteran workforce

Engaging Veteran workforce with what's happening "in today's world"

Agile working

Microsoft offices around the world started testing new ways of working—founded on the three pillars of people, place, and technology.

We are improving our productivity and modernize our communications reach by leveraging our own collaboration and cloud products. With this, employees can work anywhere and thus will reducing the commute time which translates into more effective ways of working and perceive as new ways of working
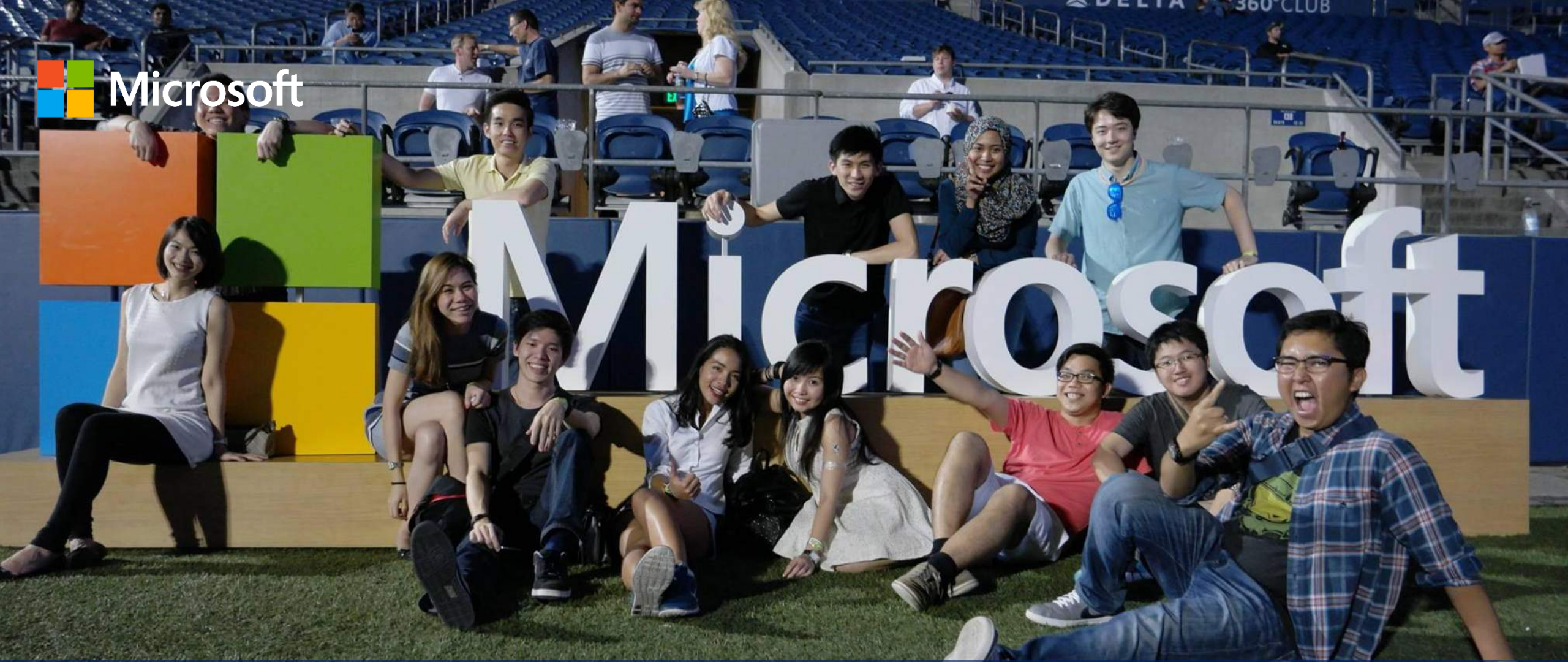
Reimagining the world of work

Globalization, technological advancements, and the expectations of younger generations are driving a change in how we work.

Microsoft offices around the world started testing new ways of working—founded on the three pillars of people, place, and technology.

Microsoft

INVESTING IN TALENT FOR THE FUTURE.