

# MILLENNIAL LEADERSHIP

*with Felicity Furey*



# WHAT IS LEADERSHIP IN TODAY'S WORLD?

MILLENNIAL LEADERSHIP

| *Felicity Furey*





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JUNGLE GYM

NOT

LADDER

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**LADDER**

**LINEAR**

**ONE COMPANY**

**ROUTINE**

**CLEAR PROGRESSION**

**EXPERIENCE BASED**

**KNOWLEDGE**

**SPECIALISED**

**MILLENNIAL LEADERSHIP**

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**LADDER**

**LINEAR**

**ONE COMPANY**

**ROUTINE**

**CLEAR PROGRESSION**

**EXPERIENCE BASED**

**KNOWLEDGE**

**SPECIALISED**

**JUNGLE GYM**

**NON-LINEAR**

**MANY ROLES**

**NON-ROUTINE**

**SELF DIRECTED**

**PROGRESSION**

**THINKING BASED**

**T-SHAPED**

**MILLENNIAL LEADERSHIP**

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A close-up photograph of green grass with a bright sun flare in the upper right corner, creating a lens flare effect. The text is overlaid on this background.

# GRASSROOTS LEADERS

AND

# SPONSORS

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# IT'S PERSONAL



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# PERSONALISATION FOR MILLENNIALS

It's not as hard as it sounds...

Why this

Everything is Optional

Transformational Leadership

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# WELCOME TO THE WORLD OF MILLENNIAL LEADERSHIP

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# THE OPPORTUNITY OF MILLENNIAL LEADERSHIP

LEAD WITHOUT A TITLE  
NEW PATHWAYS TO LEADERSHIP  
COLLABORATIVE AND FLEXIBLE  
MAKE A BIG IMPACT

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WHILE THE PRINCIPLES OF  
LEADERSHIP HAVEN'T  
CHANGED, THE TOOLS  
WE USE TO LEAD HAVE.

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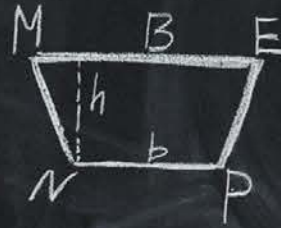
# Classwork



$$= \frac{b \times h}{2}$$



$$A = L \times w$$



$$A = \frac{(B+b) \times h}{2}$$

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# MY LEADERSHIP CHALLENGE



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TALK → ACTION

FRUSTRATION



OPPORTUNITY

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# THE OPPORTUNITY OF CHALLENGE

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The path forward

AECOM

At AECOM  
we are

ENG  
AU

Young Engineers  
Queensland

www.engineersaustralia.com.au

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# 5,127 EXPERIMENTS



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# THE FIRST EXPERIMENT.

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# POWER OF ENGINEERING



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**77%** **NO** → **YES**

**ABOUT CONSIDERING  
ENGINEERING CAREERS**

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# THE RESULTS.

12,500+  
STUDENTS

140+  
EVENTS

7  
STATES

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# UNEXPECTED SUCCESS

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# THE NEXT EXPERIMENT.

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# THE RESULTS.

3,500+  
STUDENTS

25+  
SCHOOLS

4  
STATES

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# UNEXPECTEDLY CHALLENGING

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# THE LATEST EXPERIMENT.



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LEADERSHIP WASN'T  
'GRANTED', I  
DISCOVERED IT.

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LEADERSHIP IS  
ALSO THE  
HARD STUFF.

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# HOW CAN WE LEAD IN THIS WORLD OF MILLENNIALS?

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# #1 JOB FOR LEADERS IS EMPOWERING PEOPLE

LEADING THROUGH THE FOURTH INDUSTRIAL REVOLUTION WHITE PAPER.  
WORLD ECONOMIC FORUM.

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# HOW TO EMPOWER FUTURE LEADERS?

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# HOW TO EMPOWER FUTURE LEADERS?

## 3 KEY PRINCIPLES

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# LEAD YOU



LEAD YOU

INWARD VIEW

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# LEAD YOU

OUTWARD VIEW



LEAD YOU

INWARD VIEW



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# LEAD YOU

OUTWARD VIEW



ONGOING  
VIEW



LEAD YOU



INWARD VIEW



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# MANUFACTURE OPPORTUNITIES

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# STEP OUT TO STEP UP

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# MANUFACTURE LEADERSHIP OPPORTUNITIES

Our people are our biggest resource

Practical rather than theoretical leadership

Give a safe space to fail and build resilience

Help the large workload of busy leaders

Special Project inside or outside work and school





# LEVERAGE COLLABORATION

Aspiring  
Leaders

Wisdom  
Workers

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# WHO CAN YOU CHAMPION?

Grassroots Changer

Movement Maker

First Follower

Ambassador

Sponsor

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# HOW WILL YOU LEAD?

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# QUESTIONS + ANSWERS



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