



Findings from Deloitte's fourth annual Millennial Survey show that business, particularly in developed markets, will need to make significant changes to attract and retain the future workforce.

Deloitte surveyed 7,800 of tomorrow's leaders, from 29 countries, on effective leadership and how business operates and impacts society.

- Millennials overwhelmingly believe (75 percent) businesses are focused on their own agendas rather than helping to improve society.
- Only 28 percent of Millennials feel that their current organization is making full use of their skills.
- More than half (53 percent) aspire to become the leader or most senior executive within their current organization, with a clear ambition gap between Millennials in emerging markets and developed markets.
- Sixty-five percent of emerging-market based Millennials said they would like to achieve this goal, compared to only 38 percent in developed markets. This figure was also higher among men.
- Additionally, the survey found large global businesses have less appeal for Millennials in developed markets (35 percent) compared to emerging markets (51 percent).
- Developed-market based Millennials are also less inclined (11 percent) than Millennials in emerging markets (22 percent) to start their own business.



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