

## **Experts Launch New Program to Transition Gen Y Employees Into Leadership Roles at Work**

**Lisa Orrell, The Generation Relations Expert, and author of “Millennials Incorporated”, has partnered with Camille Smith, President of Work In Progress Coaching, to create the “Transitioning to Leadership Program: How to Effectively Move Your Gen Y Employees Into Leadership Roles”**

**San Jose, CA (PRWeb) May 5, 2009** – New workforce dynamics emerge as the US enters into a labor shortage era of historical magnitude – estimated at 35 million skilled and educated workers starting now and lasting for 2 decades. Combine this fact with Gen X being a smaller generation, and the Boomers’ mass retirement trend, and it results in companies having to move Millennials (aka Gen Y) into management roles sooner. To address these workplace shifts, Lisa Orrell, The Generations Relations Expert, and executive leadership expert, Camille Smith, President of Work In Progress Coaching, have launched a new corporate training program.

The [“Transitioning to Leadership Program: How to Effectively Move Your Gen Y Employees Into Leadership Roles”](#), is a 2-phased program for Millennial employees and their employers. It combines a series of workshops, seminars, and coaching that is focused not only on helping Millennials become effective leaders at work quickly, but to give their supervisors the insights and tools to support their growth and transitioning.

“Camille has 25-years of experience coaching and training executives to be exceptional leaders,” says [Lisa Orrell](#). “And with my experience educating leadership and management teams about what makes Millennials tick, it made perfect sense for us to join forces and create this unique program together. Plus, Millennials welcome, require, and often demand, training, coaching and mentorship – more so than most generations before them.”

“Our program can also increase the odds of an employer retaining their Millennial talent. This is key because as the economy improves, the aggressive recruiting efforts for Millennials will boom again,” explains [Camille Smith](#), co-facilitator of the program. “And with not enough headcount to fill labor force demands of educated professionals, retaining this generation will be critical to a company’s growth and success.”

For more program details and media inquiries, please contact Lisa Orrell at The Orrell Group. Contact info: [Lisa@TheOrrellGroup.com](mailto:Lisa@TheOrrellGroup.com), phone 1-888-254-LISA (5472), or visit [www.TheOrrellGroup.com](http://www.TheOrrellGroup.com).

**About Co-Facilitator Lisa Orrell:** <http://www.TheOrrellGroup.com>

Lisa Orrell is The Generation Relations Expert, and author of the popular book, *Millennials Incorporated*. She is a dynamic, in-demand speaker and consultant hired by well-known organizations to educate their executive leaders and management teams on how to better recruit, manage and retain Millennial talent. And, she conducts seminars on how to improve generation relations to increase workforce morale, productivity and revenue. Lisa has been a featured guest on MSNBC, ABC, and NPR, and her expert commentary has appeared in (partial list): FoxBusiness.com, *Human Resource Executive*, *Recruitment & Retention*, Monster.com, CareerBuilder.com, HR.com, and *Employee Benefit News*. Lisa is also currently pursuing her Leadership Coaching Certification through an academy accredited by the International Coach Federation.

**About Co-Facilitator Camille Smith:** <http://www.WIPCoaching.com>

Camille received her B.S. and M.A. degrees from The Ohio State University. She is a Certified NetTPS™ Solutions Provider, certified PER-K® (Performance Kinesiology) facilitator and an executive coach for the Global Institute for Leadership Development. She has been an adjunct professor teaching business leadership at Santa Clara University. As part of her ongoing international community support, she serves as a founding leader of the Global Women's Leadership Network dedicated to developing the leadership capacity of women who dare to transform the future of their organizations, communities and the world. Camille understands what it takes to change at the individual, team and organizational levels and provides the knowledge and coaching to teach others to create and sustain breakthroughs in performance. Her approach focuses on producing business-critical results by building authentic relationships based on possibility, values and commitment.