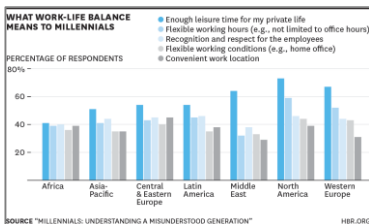
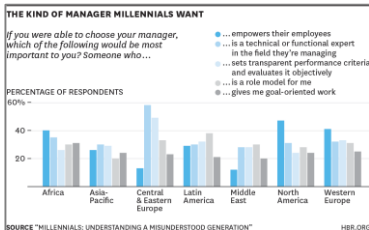
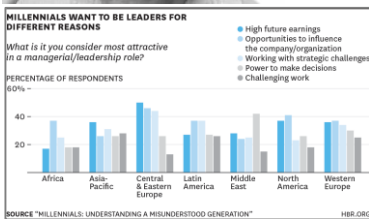


Nick's Corner

What Millennials Want from Work, Charted Across the World.

As more Millennials assume leadership positions around the world, organizations are becoming increasingly concerned with how to ensure their success.



On average, 40% of respondents claimed that becoming a manager/leader was "very important." **High future earnings stood out as the most dominant theme globally as well as the opportunity to influence an organization.**

What Millennials wanted to see in a leader varied. In North America, Western Europe, and Africa, at least 40% of respondents said they wanted **managers who "empower their employees."** 58% of respondents from Central/Eastern Europe believed that technical or functional expertise in a manager was important.

Work-life balance tends to mean work-me balance, not work-family balance.

They want time for themselves and space for their own self-expression. Overall, the dominant definition was "enough leisure time for my private life" (57%), followed by "flexible work hours" (45%) and "recognition and respect for employees" (45%). However, nearly half of respondents in every region said **they would give up a well-paid and prestigious job to gain better work-life**

balance. Some attitudes were similar across the world. For example, **spending time with family ranked among the highest of priorities in every region we surveyed.**

Surprisingly, we found that **working for the betterment of society was not** a priority for a majority of Millennials anywhere.

The "fear of not being able to retire" isn't as widespread as it's made out to be. The data show that this notion, often written about in the West, is not generally supported.

When we asked about work-related fears, we found that the top three were

- getting stuck with no development opportunities,
- not being able to realize their career goals, and
- not finding a job that matches their personality.

To attract, retain, and develop Millennial leaders, companies and managers need to **know that Millennials globally, want to be seen as individuals.**

By Henrik Bresnan

Best Wishes
Nick Baikoff
Managing Director

Client Services

FinSwitch would like to thank all that attended the Operations Committee meeting on Monday, 23rd February 2015. Also a huge thank you to Stanlib Collective Investments for once again hosting our Johannesburg venue.

We would like to highlight some of the FinSwitch functionality that is currently available and urge clients to utilise the functionality:

Output Distribution Engine

- Fund Certificates
- IML's
- Regulation 28 (Summary and Detail)

Free Format Files (utilised for products outside of Unit Trust e.g. Employee Benefits

Fund holdings in confirmation file (HO and HC type codes to be used)

Best Wishes

Tasneem Gydien

Client Relationship Manager

News from the IT Desk

We deployed a successful mini February release, which included the IWT buckets and static data fixes, amongst others. The additional bucket specification may be downloaded from the secure site or may be requested from Clientservices@finswitch.com.

On the horizon, before our next release in May/June, is the implementation of our archiving and data warehouse solution. This will free up storage space (historical data) currently residing on the application substantially. As a result we are anticipating significant improvement in the application response time and enhanced delivery on business intelligence.

Finally, the much anticipated new look and feel of the FinSwitch Website is also in full swing. As previously communicated, the focus will be on the most used pages on the application, thereafter we will gradually introduce all the additional new pages, during the course of this year.

Implementation dates and how all this will affect you will be communicated to you soon.

Another bumper quarter to look forward to...

Best Wishes

Ismail Allie

Head: Development and Training

BBEE Certificate



Our BBEE Certificate for 2015-2016 is now available. FinSwitch has achieved a **QSE level 3 with 110% recognition**. Please download the certificate [here](#).