

Highlights from the

# Boomer Learning & Development Circle

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Fall 2023

## Topic Highlights from The Boomer Learning & Development Circle 2023 Fall Meeting

The Boomer Learning & Development Circle is a community of learning and development leaders from forward-thinking firms who are committed to aligning their firm's learning training initiatives with firm strategy. Learn more at [www.boomer.com](http://www.boomer.com).

In September 2023, our Boomer Learning & Development Circle members met in Kansas City, Missouri, to share knowledge and build relationships with peers. The discussions centered around the following topics:

- **Hiring Trends**
  - Talent acquisition has become increasingly complex and strategic in our fast-paced profession.
  - In this session, members explored the impact of technological advancements, changing skills requirements and evolving workforce demographics on recruitment strategies.
- **Learning & Development Circle Ecosystem**
  - Before the meeting, we sent out a survey to gather and compile data on member firms' tools and technologies for L&D.
  - During this session, we discussed the results, practical implementations, challenges and success stories.
- **Learning & Development Exchange**
  - Prior to the meeting, we asked members to bring an item, resource, project, or technology that they developed or use internally to share with the group.
  - Some of the resources shared include the Full Focus Planner, Freed Maxick University, and an internal resource page and newsletter.
- **Ask Your Peers**
  - One of our members' favorite parts of each meeting is when they get to ask their peers anything on their minds.
  - At this meeting, one topic discussed included the Experience, Learn & Earn (ELE) Program from the AICPA, NASBA and Tulane University.
- **Leadership Books**
  - Reading is an essential aspect of learning and development, and our members are always looking for excellent new professional development books to share with their team members.
  - We discussed some of the best leadership books we've read recently, including Atomic Habits by James Clear and Bringing Out the Best in People by Aubrey C. Daniels.
- **What's on Your Radar for 2024?**
  - Fall is a great time to start looking ahead and thinking about goals for the coming year.

- Our members discussed what's on their radar for the year ahead. Some ideas discussed include attending Certified Consultant Training, developing internal leadership programs, and building core technical know-how in each department.
- **L&D Wishlist**
  - During our roundtable session, one member asked what's one thing other members wish was happening at their firm to elevate L&D.
  - Some items on our members' wish lists include getting rid of the billable hour mentality, more coordinated service delivery, and open lines of communication.
- **Getting a Seat at the Table**
  - One thing on the minds of many L&D professionals is how to get a seat at the leadership table in their firms.
  - Members discussed how they're achieving this, including building the reputation of the L&D department and learning to speak the language of the firm's partners.

Of course, it's impossible to cover everything we discussed at the Boomer Learning & Development Circle meeting in this short summary. However, the trends described in this report should give you some great insight into the L&D challenges and solutions that firms are thinking about today.

### **An Invitation to Participate in The Boomer Learning & Development Circle™**

To learn more about the Boomer Learning & Development Circle community, please visit [www.boomer.com](http://www.boomer.com).

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