

Highlights from the
**BOOMER
TALENT
CIRCLE**



2024



Topic Highlights from The Boomer Talent Circle 2024 Winter Meeting

The Boomer Talent Circle is a community of talent leaders from forward-thinking firms committed to aligning human resources and firm strategy at the highest levels. Members focus on elevating their knowledge to improve leadership beyond HR compliance. Learn more at www.boomer.com.

In February 2024, our Boomer Talent Circle members met in Kansas City, Missouri, to share knowledge and build relationships with peers. The discussions centered around the following topics:

- **Future HR Predictions and Trends**
 - In a world of rapidly evolving technology, changing demographics, and shifting workplace dynamics, the role of Human Resources is more critical than ever.
 - In this insightful session, members gained a comprehensive understanding of what the future holds for HR professionals in 5 macro trends, including artificial intelligence (AI), the Transformation Triangle, the Evolution of the Business Model, Navigating the Capacity Puzzle, and Ideation & Experimentation.

- **Future of AI/ChatGPT & HR**
 - AI is reshaping how we work, and HR is no exception. As AI technologies evolve, HR professionals are at the forefront of leveraging these advancements to revolutionize talent management, recruitment, employee engagement, and beyond.
 - During this session, members explored the exciting possibilities and challenges at the intersection of AI and HR.

- **Sponsor Highlights**
 - Identifying new solutions and systems is a big part of the success of our member firms.
 - During this session, members heard from our sponsors, PFS and Miles Education, about trends related to client experience, communication, accountability, and other challenges facing the profession before opening the floor to Q&A.

- **Streamlining the Annual Performance/Comp Review Process**
 - We asked our members, “How long is your annual performance/comp review process, and what have you found to help streamline the process?”
 - Members shared what's working for them now, including tools from ADP and Quantum Workplace and taking a top-down/centralized approach rather than going office by office.

- **Unique Employee Benefits**
 - During our “Ask Your Peers” session, a member asked about unique employee benefits other firms are offering to employees.
 - Some unique benefits discussed during this session include free telehealth, renting collaboration rooms for out-of-state employees to get together, free

mental health resources for employees' family members, premium memberships to Care.com, and immigration lawyers to help international employees.

- **Performance Management Systems**
 - One of our members asked which performance management systems their peers use and whether they believe their current methods are effective.
 - In response, members shared their experiences with tools like IDP, 360 reviews, and personality assessments for new partners.

- **Charge Hour Expectations**
 - Billable hour expectations always generate lively discussions. One of our members asked their peers about their total hours or total chargeable hours expectations and whether they include that in offer letters to new employees.
 - Our members shared their firms' hours expectations and how they communicate and monitor those expectations.

- **Benchmarking Salaries**
 - One of our members wanted to know what resources their peers use to determine salaries and benchmark compensation compared to the profession.
 - Some resources shared include Mercer, Robert Half, Adecco, and comp analysts at Pay.com.

- **Attracting Manager-Level & Above Talent**
 - It's challenging to attract and retain new college graduates, but manager-level and above talent are unicorns.
 - Members discussed the tips and tricks they've discovered to help move the needle in attracting these experienced hires, such as offering flexible work schedules, fitting the job to the person, referral programs, and incentives for "boomerang employees."

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

An Invitation to Participate in The Boomer Talent Circle™

To learn more about the Boomer Talent Circle community, please visit www.boomer.com/tc.

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