

Highlights from the

Boomer Talent Circle

Winter 2023

Topic Highlights from The Boomer Talent Circle 2023 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 2023, our Boomer Talent Circle members met in Tempe, Arizona, to share knowledge and build relationships with peers. The discussions centered around the following topics:

- **Talent Trends**
 - In February 2020, we welcomed Bill Pelster from the Josh Bersin Company to our meeting. His session was highly rated, and he is back with an update on their research and the talent trends on which we should all be laser-focused.
 - Changing demographics, upskilling and pay transparency were part of the conversation during Bills' presentation and in the small groups that gathered for discussion afterward.

- **Making Work Meaningful**
 - One thing that employees desire is to find meaning in their work. In this session, we explored what meaningful work is, where individuals find it, and how we, as Talent professionals, can develop it.
 - We also discussed the "7 Deadly Sins" that make work feel meaningless, including taking employees for granted and giving them pointless work to do.

- **Succession Planning**
 - Members discussed their succession planning process, including the positions they focus on, the information they gather, and any tools they use to collect that data.
 - Some firms create succession plans for managers and above, while some look at all levels within the firm.

- **Working with Recruiters**
 - Some of our members feel they've been inundated by recruiters and wonder whether it's feasible or strategic to work with so many.
 - We discussed the importance of having one agreement made by the firm and requiring any recruiter they work with to sign that agreement, thus avoiding having multiple contracts. We also discussed working with specialty recruiters, such as those focusing on C-suite executives or entry-level accountants.

- **"Bring Your Whole Self to Work" Discussions**
 - Conventional wisdom today says firms should encourage employees to embrace authenticity and bring their whole selves to work. But this often leads to taking a deep dive into topics that aren't traditionally discussed in the workplace.

- Members discussed how they're handling the "bring your whole self to work" discussions and where to draw the line between sharing their personal lives with coworkers and bringing drama into the workplace.
- **Campus Recruiting**
 - One of our members asked what their peers are seeing and experiencing in campus recruiting. Are there fewer accounting majors? Any success strategies for addressing the talent shortage?
 - Some of our member firms emphasize engaging younger college students by offering bonuses for signing their intern letters early.
- **Non-Accountant Positions**
 - What non-accountant positions have our member firms added to help with the talent shortage?
 - Some ideas discussed include operations or hiring gig workers as different needs arise.
- **Cognitive/Behavior Screening Tools**
 - One of our members asked for recommendations on cognitive/behavior screening tools to use during the hiring process.
 - One of the tools discussed was Predictive Index. However, we also discussed the potential legal ramifications of using assessments during hiring.
- **Performance Reviews, Coaching & Real-Time Feedback**
 - Members discussed how they're addressing their team members' desire for more real-time feedback.
 - Solutions we discussed include having coaches that meet monthly and doing 90-day check-ins.

Of course, it's impossible to cover everything that 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™

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