

Highlights from the

Boomer Talent Circle

Fall 2022

Topic Highlights from The Boomer Talent Circle 2022 Fall 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 September of 2022, our Boomer Talent Circle members met at the Accounting Innovation Center in Kansas City, MO, to share knowledge and build relationships with peers. The discussions centered around the following topics:

- **Better Insights Through Data Visualization**
 - Visualizing your data is a great way to uncover new insights. However, to be really valuable, those insights must lead to action.
 - In a session led by John McCall, Manager of Client Informatics at WellSky, members explored how to ask the right questions about their data and techniques for making dynamite visualizations that will wow their audience and help drive change.
- **3- to 5-Year Solution Workshop**
 - The profession is losing great talent in the 3- to 5-years of experience range. Why? And what can we do to change this trend?
 - In this hands-on workshop, we worked to create solutions for a brighter future.
- **Your Biggest Win in HR**
 - Part of a peer community's power stems from learning from others' experiences.
 - Members broke out into small groups to discuss their biggest win in the talent area and gained a few action items from listening to others.
- **Data Visualization Panel**
 - Following our data visualization session, a panel of Boomer Talent Circle members shared insights on how they use data visualizations in their firms today.
 - Panel members shared what they're currently tracking, how they monitor and display the data, lessons learned from the experience, and next steps.
- **Sponsor Ted Talks & Q&A**
 - Identifying new solutions and systems is a big part of a talent leader's responsibilities.
 - In this session, members heard a short "Ted Talk" from four sponsors: Ripping, Beech Valley, GoBeyond, and TOA Global. Following each sponsor presentation, members had a chance to get their questions answered by each solution provider.
- **2023 Raises**
 - Inflation is the word of the year, and with no end in sight, talent leaders are looking ahead to estimate 2023 raises that will keep up with inflation and competitive salary ranges.

- Members discussed the percentages they're planning for in 2023—ranging from 7% to 20%—and how they came up with their estimates.
- **Sabbaticals**
 - Sabbaticals aren't a common workplace perk yet, but maybe they should be. Sabbaticals are an excellent way to boost retention and allow employees to return to work rejuvenated and recharged.
 - Members discussed which firms are offering sabbaticals, how they implemented them, what the requirements are, etc.
- **Accountability Review**
 - Setting goals and being held accountable are critical to the success of any initiative. So at each meeting, members review their commitments and share their progress since our last meeting.
 - Some past commitments members discussed include policies and plans for women's reproductive rights and platforms for employee/personnel files.
- **Show and Tell**
 - Prior to the meeting, members were asked to bring a "show and tell" item — a resource they developed or use internally — to share with the firm.
 - Some of the items shared include identifying 5 Core Competencies, having a firm-wide "Spirit Week," new onboarding approaches and workplace wellness benefits.

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™

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

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