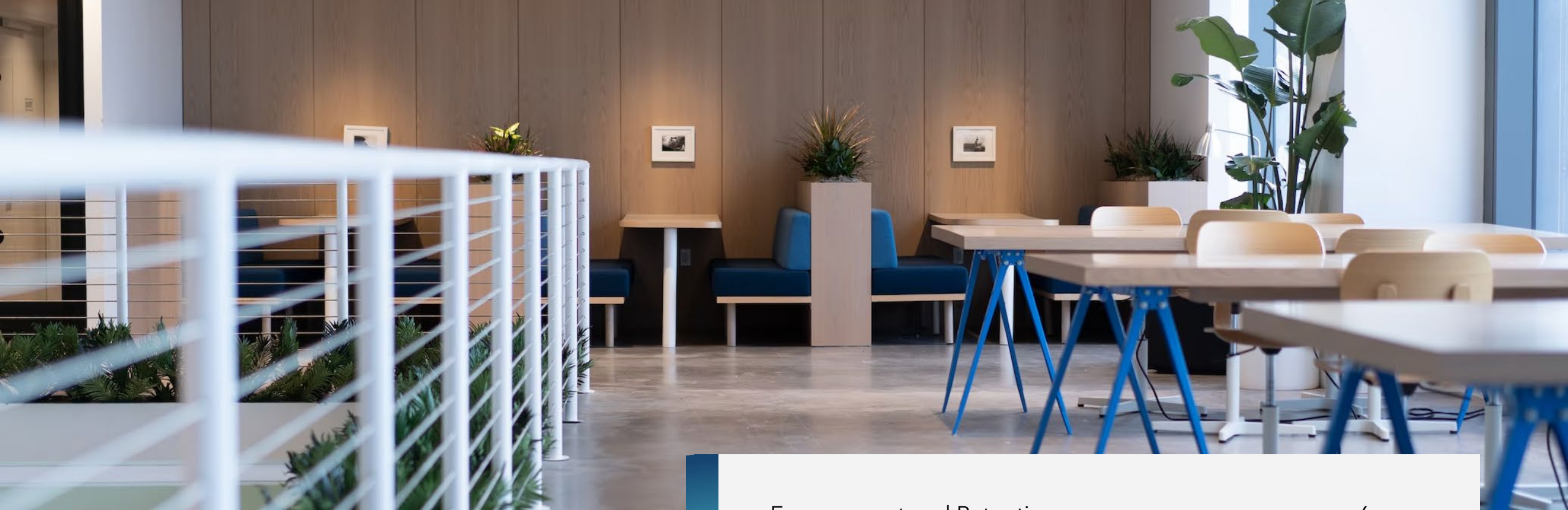


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# NAVIGATING TALENT IN 2024

MAY 2024





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# SPEAKERS

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## **SARA KATE VALENTINE**

Director of Consulting Services  
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SK Valentine specializes in creating customized interim staff augmentation and consulting solutions for organizations with business challenges in the back office of accounting, finance, and IT. In this capacity, she leverages her 15 years of expertise in controllership and financial leadership experience from both global publicly traded and domestic privately held organizations.

SK is an active participant in the financial community, currently serving as an Advisory Board Member for The CFO Leadership Council and as a Strategic Alliance Partner for the Charlotte Chapter of Entrepreneurs' Organization.



## **MARIA MENDEZ**

Senior Talent Solutions Specialist  
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Drawing from a background in both public accounting and corporate finance, Maria leverages her expertise to help match top talent with companies that align with their skills, career objectives and resonate with their values. Her experience includes Technical Accountant for a Fortune 500 company, as well as Big Four public accounting, where she provided audit services to public and private clients in real estate investment trust, consumer products and technology.



# ABOUT VACO

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**Our clients are served by passionate, motivated, qualified and emotionally engaged professionals.**

Our consultants are guided by our clients' goals and objectives and tailor their work accordingly, every step of the way. Vaco is a collegial and collaborative team that ensures global coordination and local execution.

Our business model is built upon the exceptional skills of our talent and, therefore, we uphold a strong vetting process, commitment to supporting professional growth and development, and continued focus on retention.



**\$1B**  
ANNUAL REVENUE

**9,800+**  
PROFESSIONALS  
ENGAGED

**73K+**  
PROFESSIONALS  
PLACED

**50%**  
OF FORTUNE 500  
COMPANIES SERVED



# POLL QUESTION

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WORD CLOUD: CHOOSE ONE WORD TO DEFINE  
COMPANY CULTURE

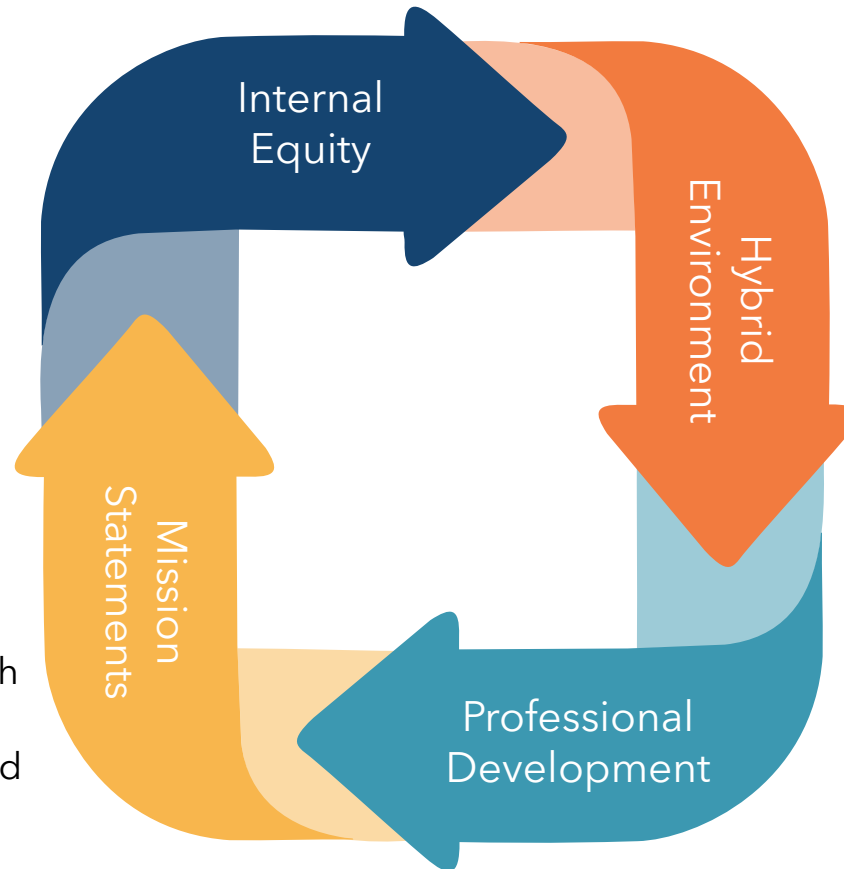
# ENGAGEMENT & RETENTION

## 1 INTERNAL EQUITY

- Fair compensation and opportunities for growth
- Address pay gaps, promotes diversity, equity and inclusion

## 4 COMPANY MISSION STATEMENTS

- Align organizational values with employees' personal values
- Embed social responsibility and advocacy into organizational culture



## 2 HYBRID WORKING ENVIRONMENT

- Flexible work policies and technologies
- Establish clear policies to maintain productivity and employee satisfaction

## 3 PROFESSIONAL DEVELOPMENT

- Continuous learning opportunities and career development programs
- Personalized learning programs and upskilling initiatives

# CANDIDATE PROCESS AND POINT OF VIEW DURING A JOB SEARCH



THE ROLE OF A TALENT ACQUISITION FIRM



TALENT ATTRACTION



VIRTUAL VERSUS IN-PERSON INTERVIEWS



SELLING YOUR OPPORTUNITY



# POLL QUESTION

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HAVE YOU USED AI WITHIN YOUR ROLE?

## FORECASTING AI WITHIN THE WORKFORCE

[illegible]

# KEY TAKEAWAYS

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- **Navigating talent in 2024** means adapting to macrorends, such as developments within AI, as well as investing in attracting and retaining top talent with initiatives that focus on internal equity and professional development.



## ENGAGEMENT & RETENTION

- Engage with internal equity, including fair compensation, commitment to DEI, and opportunities for growth
- Regardless of hybrid/in-person, establish clear working policies

## CANDIDATE PROCESS

- Talent acquisition is long-term. Build and nurture your pipeline
- Partner with a talent acquisition firm
- Sell your opportunity

## FORECASTING AI

- AI will continue to transform the hiring and working landscape
- Ever-evolving, and largely unregulated space. Establish clear ethical guidelines



# POLL QUESTION

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ARE YOU CONCERNED ABOUT JOB SECURITY,  
PARTICULARLY DUE TO AI ADVANCEMENTS?



# QUESTIONS?

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LEARN MORE AT [VACO.COM](https://vaco.com)