

Highlights from the

# Boomer Talent Circle

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Fall 2020

## Topic Highlights from The Boomer Talent Circle 2020 Fall Meeting

The Boomer Talent Circle is a community of talent leaders from forward-thinking firms who are 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](http://www.boomer.com).

This September, firm talent leaders met virtually to share knowledge and build relationships with peers. The discussions centered around the following topics:

- **Top Project (or 2) for 2020/2021**
  - Group members shared the projects that will be a top priority for them in 2021 to the Conference.io site and then voted on the ones to discuss with the group.
  - The projects that receive the most votes became content for discussion at this meeting and future monthly meetings
  
- **Managing Remote Teams**
  - Leaders of remote teams need to know what is going on in their team's worlds and team members need to know their leader cares.
  - Kathie Rotz of Unity Consulting shared creative examples for team metrics, communication, and motivating remote workers through recognition.
  
- **Diversity and Inclusion**
  - Scharrell Jackson of BPM discussed measurable steps that firms can take to support long-term, sustainable diversity and inclusion initiatives
  - Clarity around being a non-racist and an anti-racist, moral compasses, authenticity, and an overall comprehensive business strategy
  - Members shared the resources they're using in their firms, including a YWCA 21-Day Racial Justice Challenge, Harvard Implicit Bias Test, and the AICPA's toolkit on diversity and inclusion.
  
- **Compensation**
  - What are our members doing to appropriately reward their talent, and give compensation the time and attention it deserves?
  - Discussion included timing of promotions, bonuses and evaluations.
  
- **Nationwide Recruiting**
  - Many firms that used to only hire locally are now expanding recruiting nationwide.
  - Discussion on how firms can stay in compliance and work through the complications for compensating employees fairly when people are working from different geographical locations.
  
- **Performance Management**
  - Our members discussed their performance management successes and challenges they're facing right now with their peers.

- Topics include performance coaching for new managers and best practices for using Quantum performance management software.
- **Firm Structures Going Forward**
  - How is remote/flexible work changing the structure of our firms?
  - Some firms are working on "flattening" the organizational structure. How can principles who will never become owners lead with authority without the title?
- **Who Is the Ideal Remote Worker?**
  - With more firms hiring full-time, permanent remote workers, what kind of people are we hiring?
  - Our members discussed how the definition of a remote worker is changing in their firms, what their hiring processes are, and how they're moving people.
- **Virtual Onboarding**
  - How are firms onboarding new employees virtually?
  - Solutions discussed include nano learning, throwing an "unpack the box" party, rethinking training programs, and fun "get to know me" activities on Microsoft Teams
- **Best Resources for Industry Salary Data**
  - Which resources are our members using for the latest salary data?
  - Resources discussed include Mercer, Economic Research Institute, Payscale, Glassdoor, Accounting.com and Salary.com.

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](http://www.boomer.com/talentcircle).

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