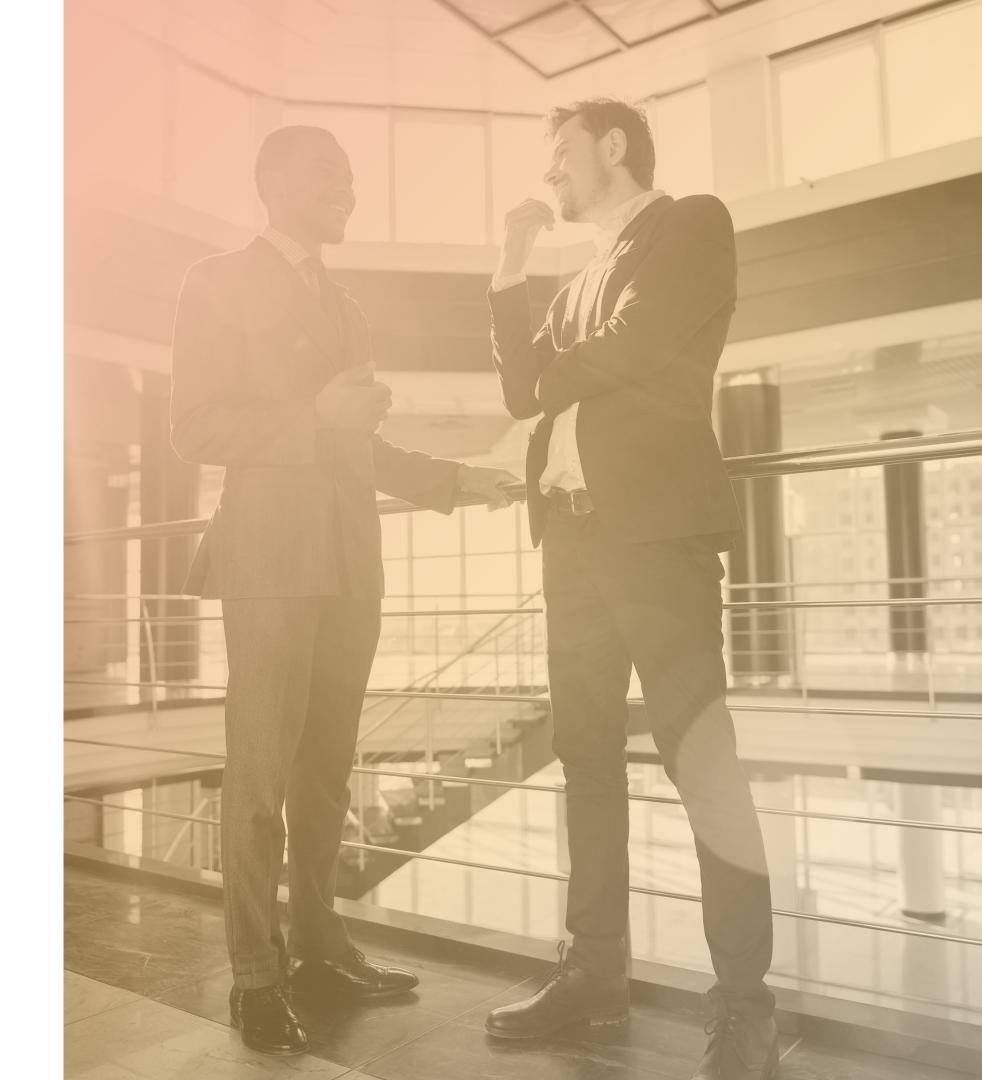


Talent Challenges In The Marketplace

- Widening skill gap for new competencies
- Highly selective passive candidates
- Inaccurate candidate requirements and cultural fit
- Slow and opaque hiring processes
- Competitive total rewards compensation packages



Factors Driving Search

- Leadership succession planning and developing leaders with critical soft skills
- **Demand for adaptable leaders** with specific skills and competencies, with a notable rise in searches in technology, AI and data analytics, and sustainability



Candidate Compensation Expectations

Shifting Expectations

Broader Range of Benefits

Signing Bonuses

Transparency

Long-Term Incentive Plans

Make your people UNREACHABLE

THANK YOU!

