

EXECUTIVE RECRUITING

Plan · Attract · Retain · Compensate



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**

**Pay
Transparency**

**Long-Term
Incentive
Plans**

Make your people UNREACHABLE

THANK YOU!

