

OneNKY and the New Age of Talent

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April 24, 2021

AGENDA

OneNKY Alliance - The Movement!

Trends - The Talent War Continues!

Re-invention – Test Drive the New Course

Best Forward – Working with an Executive Replacement Firm

OneNKY Alliance

Mission, Board, and Key Initiatives

OneNKY Mission

Transform Northern Kentucky by uniting and mobilizing leaders around goals and initiatives that produce tangible, measurable results that drive our community forward.

OneNKY Board

- **Garren Colvin** – President & CEO, St. Elizabeth Healthcare (OneNKY Alliance Board Chair)
- **William P. Butler** – Chairman, Corporex Companies, LLC
- **Kevin Canafax** – Vice President Public Affairs, Fidelity Investments
- **David Drees** – President & CEO, Drees Homes
- **Greg Fischer** – Chairman, Fischer Homes
- **Kay Geiger** – Regional President, PNC Greater Cincinnati and Northern Kentucky
- **Andrew Hawking** – Market President, Truist
- **Robert A. Heil** – President, KLH Engineers, PSC
- **Paul Hemmer Jr.** – President, Paul Hemmer Companies
- **Ellen Katz** – President/CEO, Greater Cincinnati Foundation
- **Steve Macke** – Florence, KY Site President/Managing Director, Citi
- **Candace McGraw** – CEO, Cincinnati/Northern Kentucky International Airport (CVG)
- **Tim Schroeder** – CEO, CTI Clinical Trial & Consulting Services
- **Matt Smith** – Attorney-at-law, Ziegler & Schneider, P.S.C.
- **David Spaulding** – Vice President & General Manager, Turner Construction
- **Amy Spiller** – President, Duke Energy Ohio and Kentucky
- **Jim Uebel** – President, Central Bank Northern Kentucky
- **Dr. Ashish Vaidya** – President, Northern Kentucky University
- **Paul Verst** – Chairman/CEO, Verst Logistics

Key Initiatives

- OneNKY – The Movement
 - Get A Voice-Elevate, create awareness of larger vision for all voices within the OneNKY community through a sustainable, multi-media platform driven by experts.
- OneNKY Frankfort- A physical testament to OneNKY's strength within the Commonwealth and region through strategic gathering center in proximity to the Capitol.
- OneNKY HQ- Provide opportunity for OneNKY's growth organizations to accelerate community growth through aligned strategies and shared resources.

Trends

Environment, Opportunities, Talent War, and
Outcomes

Work Environment

- Office product has changed
- Culture and environment has changed
- Work from home and office hybrid model likely

Opportunities

- Senior-level positions increasing
 - Individual reflection
- Mid-level and technical positions substantially lower
 - Corporate reflection

The Talent War

- Professional Candidates
 - Candidates open to new opportunities given remote work
 - Companies able to attract new candidates without extensive process
 - Technology continues to play a key role in recruiting
 - Networking increases in importance but not for the faint of heart

The Talent War, Cont'd

- Frontline Workers
 - Many have dropped out of work force
 - Fear of virus, childcare, stimulus funding
 - Vaccine will change this
 - Others have ignored precautions and muscled through
 - Availability is a basic issue – we need more people

Outcomes

- Talent in demand – watch for talent shortages and higher wages
- What hybrid model will your employer of choice adopt? What is important to you in your next role?
- Remote work environment will be reviewed heavily for productivity, participation, and level
 - What is important to you in this next step?
- Employers will need to rethink employee engagement
 - What they stand for and offer
 - Career path, development, and other aspects
- Highly competitive landscape for all

Re-Invention

Why, How, Test Drive, The Course

Why?

- Benefit to user – what do you bring that no one else can?
- Assessing your skillset and talent provides opportunity for a better match
- Realistic outcomes and long-term stability

How?

- Add new skills and certifications
- Stay curious about the industry and tech info
- Leverage your network- where do your contacts see your strengths and weaknesses?

Test Drive

- Develop your own position
- Identify the ideal climate
- Long-term goals and career cycles

Stay the Course or Completely New?

- What sticks for you?

Best Forward

Best Forward

- Working with an executive recruitment firm
- Navigating social media landscape to your advantage
- Key accounts strategy

THANK YOU!

OneNKY