

LEA Global

HR Collaboration Group Call

Wednesday, March 20, 2024



Rising Star Association



INTERNATIONAL ACCOUNTING BULLETIN

Agenda

- Welcome
 - Melisa Cook, Bennett Thrasher
 - Please display your name and firm name on Zoom
- Facilitated Discussion on HR Strategic Initiatives for 2024 and Hot Topics in the Now (survey results)
- Ranking of Top 10 Automation/Innovation Topics from 2023 HR Fly-In (survey results)
- LEA Updates

HR Strategic Initiatives for 2024 (survey results)

FIRM	TOP 3 HR STRATEGIC INITIATIVES FOR 2024		
Brown Plus	Investing more of the budget into recruitment tools	Create learning program	360 Evaluations
Miller Kaplan	Management Support/Training	Recruitment	Engagement & Retention
Marcum LLP	Engagement	Onboarding	Associate Experience

Hot Topics in the Now (survey results)

- If there could be a Team group set up for those who use UKG as their HRIS/Payroll, I think that would be nice to bounce off best practices (onboarding, etc.)
- Management Compliance Training and Performance Coaching
- AICPA Experience Earn and Learn Program
- 360 Evaluations - how others have implemented these in their organizations
- Recruiting Strategies - Junior Levels
- Better way to report on HR metrics related to recruitment
- Rewards & Recognition - Software or Organic

Ranking of Top 10 Automation/Innovation Topics from 2023 HR Fly-In (survey results)

Benefits Enrollment Process	0.00%	0	33.33%	1	0.00%	0
Compensation and Benefits	0.00%	0	0.00%	0	66.67%	2
Continuing Professional Education (CPE)	0.00%	0	0.00%	0	0.00%	0
Expense Reimbursement	0.00%	0	0.00%	0	0.00%	0
Initiating Leave Requests	0.00%	0	0.00%	0	0.00%	0
Onboarding	33.33%	1	0.00%	0	0.00%	0
Offboarding	0.00%	0	0.00%	0	0.00%	0
Performance Management	0.00%	0	33.33%	1	33.33%	1
PTO Requests	0.00%	0	0.00%	0	0.00%	0
Recruiting/Campus Recruiting Trends	33.33%	1	0.00%	0	0.00%	0
New State Laws/Regulations	0.00%	0	0.00%	0	0.00%	0
Employee Location Change Requests	0.00%	0	0.00%	0	0.00%	0
Workforce Planning	0.00%	0	0.00%	0	0.00%	0
Chat GPT	0.00%	0	0.00%	0	0.00%	0
HR Dashboard/Monthly Reporting	33.33%	1	33.33%	1	0.00%	0
External Resources/Outsourcing	0.00%	0	0.00%	0	0.00%	0

LEA Update

- U.S. Salary + Benefits Survey
 - Results available end of March
 - Joint HR/COO call scheduled April 1st to review survey results with consultant Nancy Kasmar with Compensation Connections
- North American Regional Conference
 - June 9-12, 2024 (Dallas, TX)
 - Registration Launch: Targeting week of March 18
 - If you'd like to help plan the HR Collaboration Group agenda for the June conference please reach out to a member of the Steering Committee or Carla B.
- Emerging Leaders Program
 - Cohort 2 Graduation – June 18-19, 2024
 - Host Firm: Richey May, Denver, CO
 - Start of Cohort 3 – June 20-21, 2024
 - Host Firm: Richey May, Denver, CO
 - Registration Launch: Targeting week of March 18th

LEA Update

- Talent Acquisition/Recruiting Collaboration Group
 - Next Call: Thursday, March 21st
 - Plan to meet more often
 - Seeking more volunteers for the Steering Committee
 - Teams channel has been created
- HR Fly-In (in-person; HR Leaders only)
 - October 16-17, 2024
 - Host Firm: Kathy Sealman, Richey May, Denver, CO
 - If you would like to help plan the agenda please reach out to a member of the Steering Committee or Carla B.
- August Call – Top 10 Employment Law Issues (presented by an HR Attorney)
- November Call – Annual Presentation on Key Compensation Trends in Public Accounting (Nancy Kasmar with Compensation Connections)

LEA Update

- New business advisory program: **Principles of Business Advisory Success!**
 - Partnering with Mindshop to help members establish and advance their core advisory skills.
 - The program is designed to build foundational business advisory skills members can use within their firms and externally with clients.
 - Six-week program, beginning on May 14, 2024 and ending on June 20, 2024.
 - The program blends three Mindshop-led webinars, followed by community (participant) discussions led by an LEA member. Sessions will range from 60 to 90 minutes in length.
- **Who should register?**
 - Rising stars in the business advisory space
 - Managers and partners wishing to build better business advisory foundational skills
 - Team members who want to improve their communication, listening, and problem-solving skills
- CPE Eligible
- Cost: \$250 per participant

