**CFO Forum Lehigh Valley January 2022 Minutes**

**Managing Human Capital during the Great Resignation! This topic addressed the situation and the challenges that every firm is facing. Susan McDonald of CCI Consulting provided incredible facts and assessment of the current situation and led the discussion on best practices. Great slides and discussion so I encourage you to view the slides while viewing the recording AND to share with your CEO and HR.**

**Key takeaways** include:

CFOs should be doing the analysis, with HR, to analyze your workforce-likely retirees, attrition by cause/ function, critical employees you can’t afford to lose and your human capital 2 year plan-retirees, assumed attrition, hiring plans considering interns, former employees, outsourcing, temps or part time solutions that need to be considered.

The employer has to be aware of the culture-if you are not on top of Glassdoor you better figure it out! This is where candidates go to learn the “truth”. Position descriptions have to be updated –focus on the needs, determine if you need a certain degree or experience and introduce customized training with a career plan for the employees. Don’t ignore the changing dynamics-remote work, flex time, your social impact, culture and leadership MUST step up! Employees and candidates are in the driver’s seat.

We heard some great best practices but Bill’s Open House once a month-for employees and candidates-complete with food, beer and some fun-seems to be working well for Ashtec. Ron’s walking around and knowing every employee well has resulted in zero turnover! Leadership by walking around is always a plus!

**Next sessions: Wednesday Feb 16e, save the date-topic to be announced. March session with a healthcare update and case study analysis.**

**Housekeeping:**-Minutes, slides, the recording and CPE letters are available at [www.thecfosolution.org](http://www.thecfosolution.org) under the events tab for January but only for participants. IF you were a guest, contact me if you want a copy.

CPE letters usually take about a week or two to get posted. If you are missing one from last year, let me know and I will provide it. IF you need CPE credits, send me a note so I am aware.

**Othe**r:

 I mentioned that we have added some SME partners that can help you in:

 Assessment and assistance in preparing your Employee Retention Tax Credit request. (Quick analysis is if your sales in Q1, Q2 or Q3 of 2021 were at least 20% below the same quarter in 2019 (not prior year but 2019).

 Want to reduce costs? Telecom/data lines and utility savings without a contingent share to the partner! Certainly worth the analysis-monthly expense of 10k is worth the look. Similarly, if you have to purchase software or hardware, or renew service agreements, savings are very likely but you need expert help.

 One of our CFOs is looking for a Manager of FP&A in Somerset NJ area. Great company-if interested, contact me.

 Looking for people, connect with LVProfessionals. If you need an introduction, contact me. They have over 150 experienced, degreed people looking for a position.