

WHAT DO ACCOUNTING & FINANCE PROFESSIONALS WANT?

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AREAS OF SPECIALIZATION

ACCOUNTING & FINANCE

ADMINISTRATIVE

CUSTOMER SERVICE

HEALTHCARE REVENUE CYCLE MANAGEMENT

HUMAN RESOURCES

MARKETING

TECHNOLOGY



WHAT DO ACCOUNTING & FINANCE PROFESSIONALS WANT?

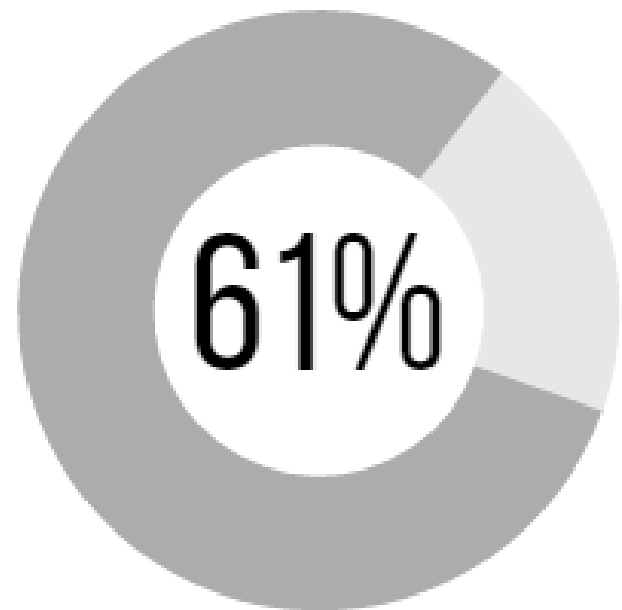
we surveyed more than **4,000** to find out.



is the market competitive?

1
3

of accounting and finance professionals received **2-4 job offers** this year



of accounting and finance professionals say they're satisfied or very satisfied with their **overall happiness** at their employer

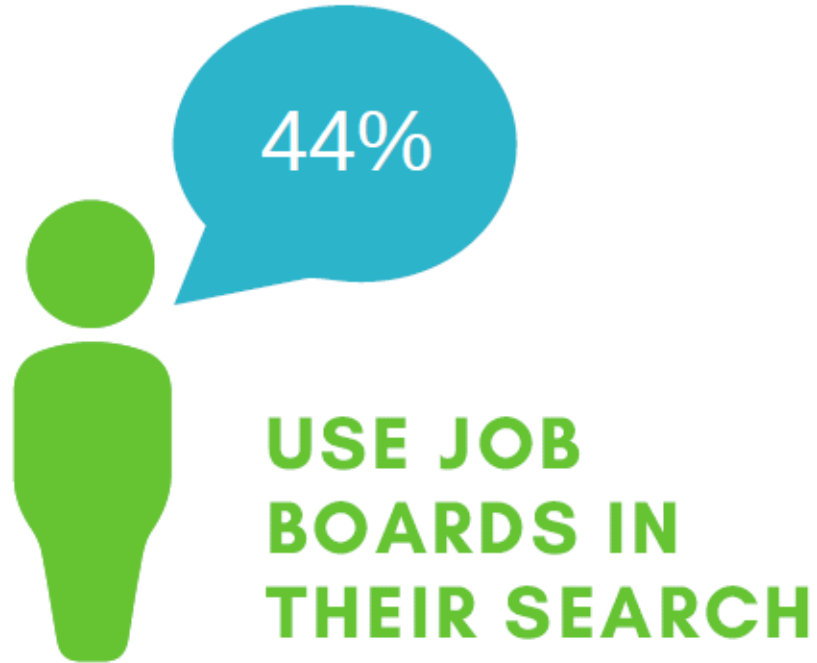
yet...

72%



are **open** to new opportunities

Where they are looking



**LINKEDIN AND
INDEED ARE
TOP JOB
BOARDS**

are they satisfied?

59%

satisfied or very
satisfied with current
benefits

41%

satisfied or very
satisfied with current
career path

43%

satisfied or very
satisfied with training
and development

59%

satisfied or very
satisfied with current
benefits

benefits to highlight



FLEX-TIME



WELLNESS PROGRAMS



PTO/VTO



WORK-LIFE BALANCE

If important to candidates
and employees:

- Highlight work-life integration
- Discuss work-from home options if available
- Achieving a sense of fulfillment through career success

Communicating career paths

41%

satisfied or very
satisfied with current
career path

Communication is key

- Encourage employees to speak up
- If unhappy in current role and curious about another department - let them know it's okay to voice that

Take a test drive

- If interested in another department, assign them a task/project as a test drive of the work

Success stories

- Highlight other employees who have made lateral moves or switched teams
- Connect employees with those people

map out a career plan

- Revisit career paths with employees during one-on-one's
 - Ask them where they see themselves in 1 year
 - Ask how you can help them
 - Map out a plan with them

43%

satisfied or very satisfied with training and development

training & development

MENTORSHIP PROGRAM

- Utilize internal subject matter experts
- Succession planning

ACCESS COMPANY RESOURCES

- Training & HR team: do they have available resources?
- Webinars/online courses & workshops

CROSS-TRAIN

- Training sessions across teams to develop new skills
- Attend meetings in different departments to learn about the business
- When employees learn from one another it fosters camaraderie

top 3 factors of company culture



#1 LEARNING, GROWTH AND DEVELOPMENT



#2 CONNECTION TO THE TEAM



#3 TRANSPARENT COMMUNICATION



#1 LEARNING, GROWTH AND DEVELOPMENT

- Corporate Grandparenting
- Access to leadership and management
- Showcasing career paths



what to expect

48%

of entry-level accounting and finance professionals plan to go back to school



90%

of those professionals plan to achieve a master's degree



#2 CONNECTION TO THE TEAM

- Team bonding events
- Promote teamwork
- Understand each other's roles



#3 TRANSPARENT COMMUNICATION

- Open-door policy
- Host frequent town-halls
- Walk around the office!

Recruiting & Rerecruiting

QUESTIONS?

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