

# EFCG Talent Advisory Retainer

Through a monthly consulting retainer, EFCG engages its data, insights, and expertise to provide your executive team with ongoing talent advisory and thought partnership support.



## APPROACH

Talent management is the biggest challenge for AEC firm leadership, as the industry feels a multitude of competing pressures. EFCG helps you respond well to those pressures through a monthly retainer partnership dedicated to helping you answer your most challenging talent-related questions. We leverage the EFCG proprietary HR and compensation databases as well as our team's subject matter expertise to help you assess how you can invest effectively in the employee experience to set your firm apart and hire and keep your best talent.



4 Hours /Month of Talent Advisory Support



Annual Peer Benchmarking Analysis



Annual Benefits Peer Benchmarking Analysis



Optional Mini-Survey



Retainer Discount on Special Projects

## RECENT STRATEGIC TOPICS COVERED

- How should we structure our HR function to best support our firm's needs today and goals in the next 5 years?
- Are firms starting to prioritize salary over bonus and what changes in benefits are we seeing in the industry?
- How are firms adjusting to flexible work in the post-COVID era and how should our firm plan ahead?
- How do I bring our employees along in the adoption of new technology and AI?
- What should our change management process be as we integrate our newly acquired firm and transition leadership?

## PRACTICE LEAD



**Julie Hasiba**  
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Talent Practice Lead  
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## EFCG'S TALENT & COMPENSATION PRACTICE LEAD: JULIE HASIBA

Hasiba brings her expertise as a consultant in Accenture's Talent & Organizational Design Practice where she led teams to advise Fortune 1 to 500 companies on talent and workforce planning, post-merger integration, and change management.