Dimitri Milionis
Senior Vice President
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Experience

2014-Present

Senior Vice President

Talent & Compensation

Environmental Financial Consulting Group (EFCG)

Education

B.S. Biology

Fordham University

2024 growth slightly exceeded previous estimates at 10.4%. 2025 estimates have increased since the fall and now are expected to remain at 2024 levels, while 2026 projections are 9.3%.

Source: 2024 EFCG CEO Survey; 2025 EFCG CFO Survey

Discussion Questions

1. What strategies have you found most effective in managing the rapid expansion of your firm?

2. How do you prioritize which areas of your business to focus on for growth?

3. What innovative approaches have you implemented to enhance your firm's internal processes?

4. How do you ensure that your firm's internal parts evolve alongside its overall progress?

5. What challenges have you faced in balancing growth with maintaining quality and efficiency?

6. How do you leverage technology to improve customer engagement and satisfaction?

7. How do you measure the success of your growth initiatives?

8. What are some key factors to consider when deciding to expand into new markets or services?

9. How do you handle the integration of new technologies or systems into your existing processes?

10. What advice would you give to other firms looking to achieve sustainable growth?

Employee Replacement (Averages)

EFCG

When an employee leaves the firm, what is the typical source of their replacement?

22%	Internally Filled
73%	Externally Filled
5%	Position is Eliminated
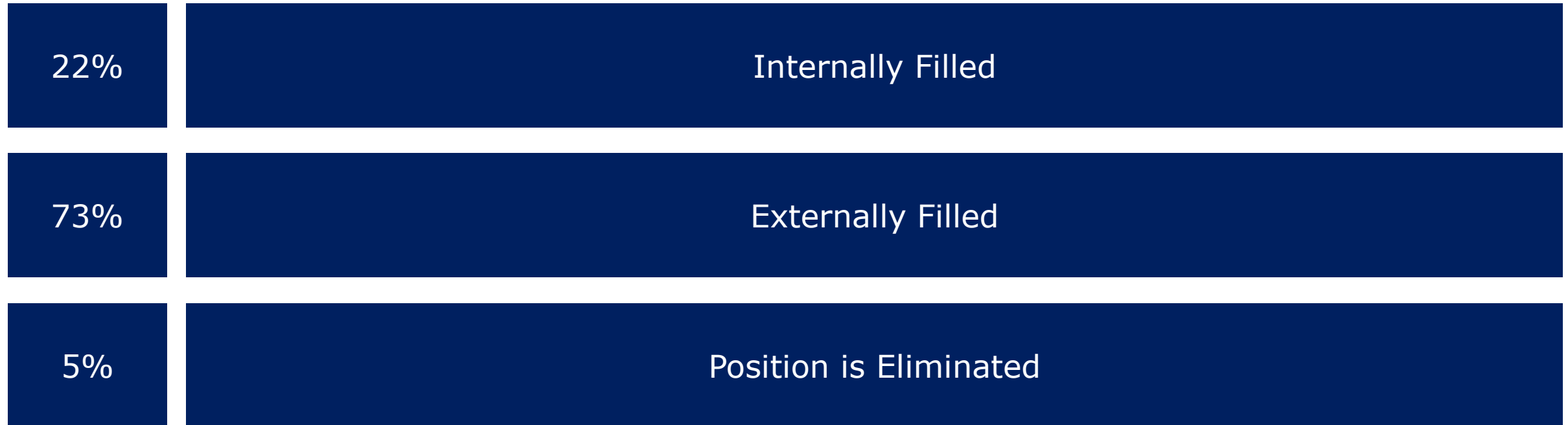
If roughly three of four positions are filled **externally**, is there much wonder why turnover expenses are increasing and that the competition for talent is so fierce? Why are more positions not filled **internally**?

Source: 2025 EFCG HR Survey – Preliminary Results

Employee Satisfaction

Very
Dissatisfied

Balanced

Very
Satisfied
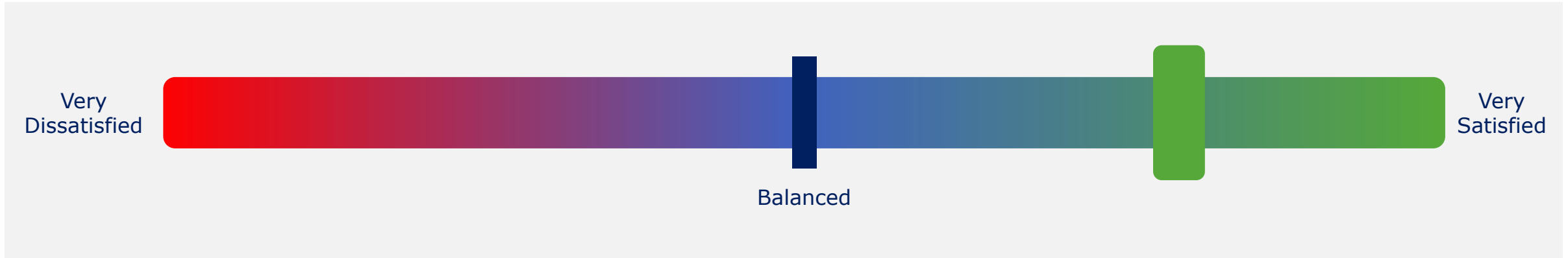
Across all respondents, the average employee satisfaction score in internal employee satisfaction surveys was **8.0**.

Yet, **10%** of firms reported their employee satisfaction was lower than that of the previous year.

Source: 2025 EFCG HR Survey – Preliminary Results

Discussion Questions

1. What role does employee training and development play in your firm's growth strategy?

2. How do you foster a culture of innovation within your firm?

3. What are some best practices for managing resources during periods of rapid growth?

4. How do you ensure effective communication and collaboration across different departments during growth phases?

5. How do you invest in the right people and technology solutions to stay competitive?

6. As a result of talent scarcity, often there is a need for generalist capabilities as the primary hiring strategy, however how do you balance this with the need for specialized skills?

7. How do you leverage employee feedback to improve your talent management practices?

8. Does your firm have an active recruitment strategy to keep up with growth?

9. What initiatives have you implemented to improve employee satisfaction and reduce turnover?

10. What role does technology play in enhancing your talent management processes?

Key Takeaways

Ask Us Questions

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