The Pipeline: Local Government Talent

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My Background

Experience

- President, S. Renée Narloch & Associates (2013 Present)
 Public Sector Executive Search Services
 Tallahassee, FL
- Southeast Regional Director for Public Sector Recruitment (1995-2013)
 - Bob Murray & Associates, Sacramento, CA
 - MAXIMUS, Tallahassee FL
 - David M. Griffin & Associates (DMG), Tallahassee, FL

The Pipeline 6/29/2023

Agenda



Discuss Recruiting/ Retaining Local Government Talent

- The Past
- Today What's different?
- How to Build for the Future

The Past

Factors Influencing Recruitment/Retention:

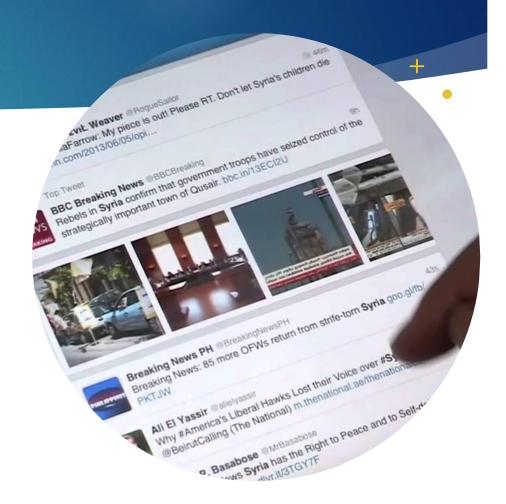
- Workforce
- Leadership
- Organizational Culture
- Politics



Today

Factors Influencing Recruitment/Retention:

- Workforce
- Leadership
- Organizational Culture
- Politics



Today

Plus.....

- Public Meetings/Open Records
- Communication
- Growth Opportunities

- Remote Working
- Networking
- Legislation

Building for the Future

Moving Forward

- Who are you?
- Review Job Requirements
- ► Identify Target Audience
- ▶ Be Proactive
- Pipelines

- Outreach
- Efficiencies
- Evaluating Applicants
- ▶ A Good Experience
- Get Involved

In Summary....

Building a pipeline of talent is essential to the overall health of an organization. While there are many challenges to recruiting and retaining talented individuals in the public sector, local government leaders partnering with agencies such as the Florida Association of Counties (FAC) and others must be proactive, strategic, and collaborative to create a pipeline that will develop and nurture our next generation of public service leaders.



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BUILDING YOUR TALENT PIPELINE

SIGN IN / SURVEY:

