

# The Pipeline: Local Government Talent

**S. RENÉE NARLOCH**

*President, S. Renée Narloch & Associates*

# 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**

# 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

+

6

## Plus.....

- ▶ **Public Meetings/Open Records**
- ▶ **Communication**
- ▶ **Growth Opportunities**
- ▶ **Remote Working**
- ▶ **Networking**
- ▶ **Legislation**

# Building for the Future

7

## 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.



(850) 391-0000  
[info@srnsearch.com](mailto:info@srnsearch.com)





# BUILDING YOUR TALENT PIPELINE

SIGN IN / SURVEY:

