

# Fact vs. Fiction

Recruiting Top Talent in a Pandemic and Beyond



## Fact vs. Fiction

### Recruiting Top Talent in a Pandemic and Beyond

Determining fact from fiction is harder than ever in a socially connected and digital world. Add to that a common global experience - like a pandemic - and we certainly have a lot to talk about!

Here in the executive recruitment and leadership business, we have heard plenty of fiction about how this year has impacted executive recruiting and organizational design. That's why Boyden Executive Search is kicking off a new myth-busting series.

Over the coming weeks, we will be calling out the assumptions we are hearing and leverage our data, insights and experiences to validate or refute the facts. Each week, we will dive a little deeper into the topics below. Along the way, we welcome your questions, comments and any new topics you would like us to explore. Let's begin:

#### MYTH

**We could hire, but it's not worth it when we can't effectively onboard new remote team members.**

**In truth...** The new normal is being defined as it relates to executive orientation in a pandemic world. Sure it might not be as simple, but forward-thinking organizations are embracing the opportunity to learn new approaches and Boyden is helping them navigate this uncharted territory. Most important is a team-based onboarding approach to keep the new leader engaged and productive and send a strong signal that the organization is taking the appointment seriously and is well organized.

*[Read more](#) about how to create an exceptional virtual experience in this post by Boyden Partner Nick Chambers.*

#### MYTH

**We should stay the course with our executive team lineup and ride out the pandemic.**

**Fact...** The world has changed. You can't stay the same. It is imperative organization's have an eye to how digital transformation, increased regulation, more consolidation and other economic trends inspired by the pandemic may shape business needs. Functions you never saw as a priority, from government relations to regulatory affairs and digital marketing, may become central to business survival post-pandemic.

*[Read more](#) about pandemic-inspired functions of the future and who is most likely to be impacted.*

## MYTH

**People are focused on job security right now and are unlikely to make a major career move.**

**Truth...** While this may be true in some cases, from our vantage point, the pandemic has done little to impact the appetite people have for new and exciting roles and opportunities. In fact, in certain industries, we have seen more interest in our search services and there has been little change in the demand for executive talent compared to last year at this time. Not only is there a healthy appetite for the best talent but people are spending some of this rare time in history contemplating their future and considering a career leap.

*Read more on this topic and our advice on how to capitalize on a curious and open pool of talent.*

## MYTH

**The borders are shut so cross-border executive hiring is a no-go.**

**Au contraire...** While closed borders have obviously made in-person interviews pretty much impossible, reaching into the US market to recruit top talent continues unabated. In fact, it looks like it might be on the rise if our clients are any indication. The pandemic has opened the eyes of Canadian employers to the possibility of successfully working with US-based executives remotely. If an employee can work remotely from Oakville, they can just as easily be based in Omaha or Orlando. Further, in this remote environment, the risk of turnover may be higher, but the implications of turnover are much lower if the executive departs.

*We explore this issue – including requirements and considerations for employees based in remote jurisdictions – [here](#).*

## MYTH

**It is a buyer's market for talent - candidates will be dying to get this role.**

**Actually...** The prevalence of pandemic-related furlough and unemployment rates may create more competition and selection at the manager level and below, but it remains a seller's market for talent in the executive ranks. Strong leadership is hard to find, attract and keep and, nowadays, the best talent is used to being courted. With mass retirements in progress, tech unicorns scooping up the A-players, and hiring decision-makers' expectations always ascending, organizations will have to up their game to woo talent.

*We look forward to providing guidance in a forthcoming post about what top talent has come to expect and what you can do to have an edge over the competition.*