

AUTOMATION AS AN ASSET TO ATTRACT AND RETAIN TALENT



TRACEY KNIGHT

Vice-President of Client Success, Trovata

CRAIG JEFFERY

Founder & Managing Partner, Strategic Treasurer



WHAT

Considering automation and innovation as issues of talent attraction and retention.



WHERE

Live online presentation
Replays at StrategicTreasurer.com



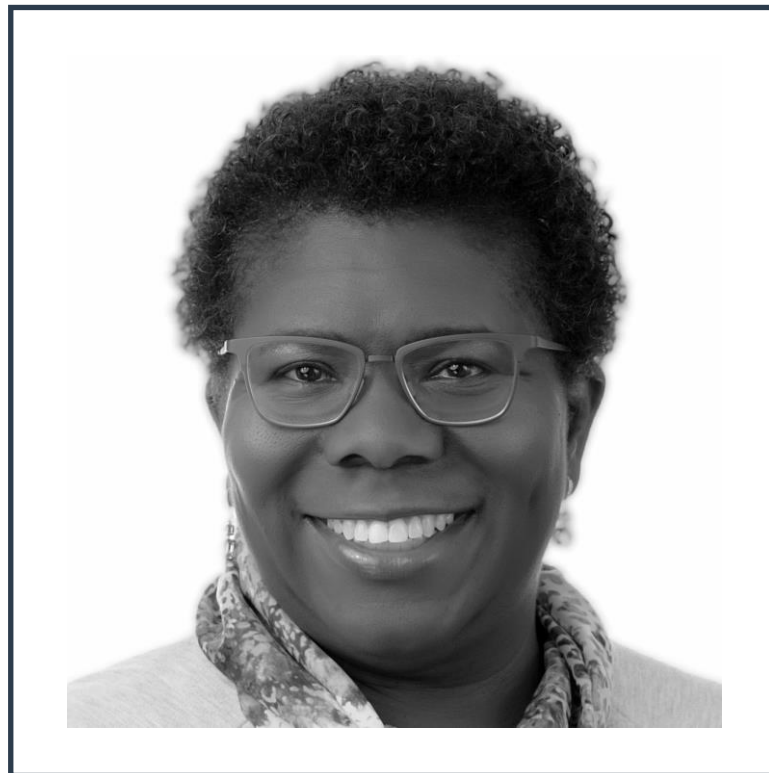
Certified Corporate
Financial Planning &
Analysis Professional



This presentation is provided by Strategic Treasurer and Trovata

ABOUT THE SPEAKERS

GET TO KNOW TODAY'S SUBJECT MATTER EXPERTS



TRACEY KNIGHT

Ms. Knight evangelizes the benefits of treasury departments' effective use of technology to raise treasury's profile and become a true strategic partner to the business. Currently at Trovata, she is excited to be leading the drive in open banking helping companies get much better use of the "trove of data" that their businesses generate each day. Leading Client Success, she will ensure that clients get value from their subscriptions as she helps build a community around Trovata, clients, banking partners, and the treasury arena at large.



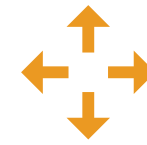
CRAIG JEFFERY

Craig Jeffery formed Strategic Treasurer in 2004 to provide corporate, educational and government entities direct access to comprehensive and current assistance with their treasury and financial process needs.

His 30+ years of financial and treasury experience as a practitioner and as a consultant have uniquely qualified him to help organizations craft realistic goals and achieve significant benefits quickly.

TOPICS OF DISCUSSION

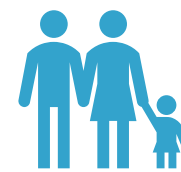
KEY AREAS OF FOCUS &
ANALYSIS



CHANGING TECH
EVOLUTION



SPEED
IN VARIOUS AREAS



GENERATIONS
UNIQUE CHARACTERISTICS



EQUIVOCATION
APIs



TALENT
ATTRACTING AND RETAINING



KEY TAKEAWAYS
AND FINAL THOUGHTS

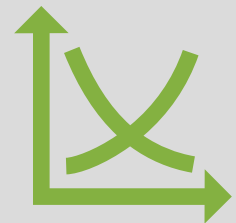
CHANGING TECH



DATA EXPLOSION



40-50% Compound Annual Growth Rate



**PROCESSING
SPEED/COST**



Doubling Every 18-24 Months



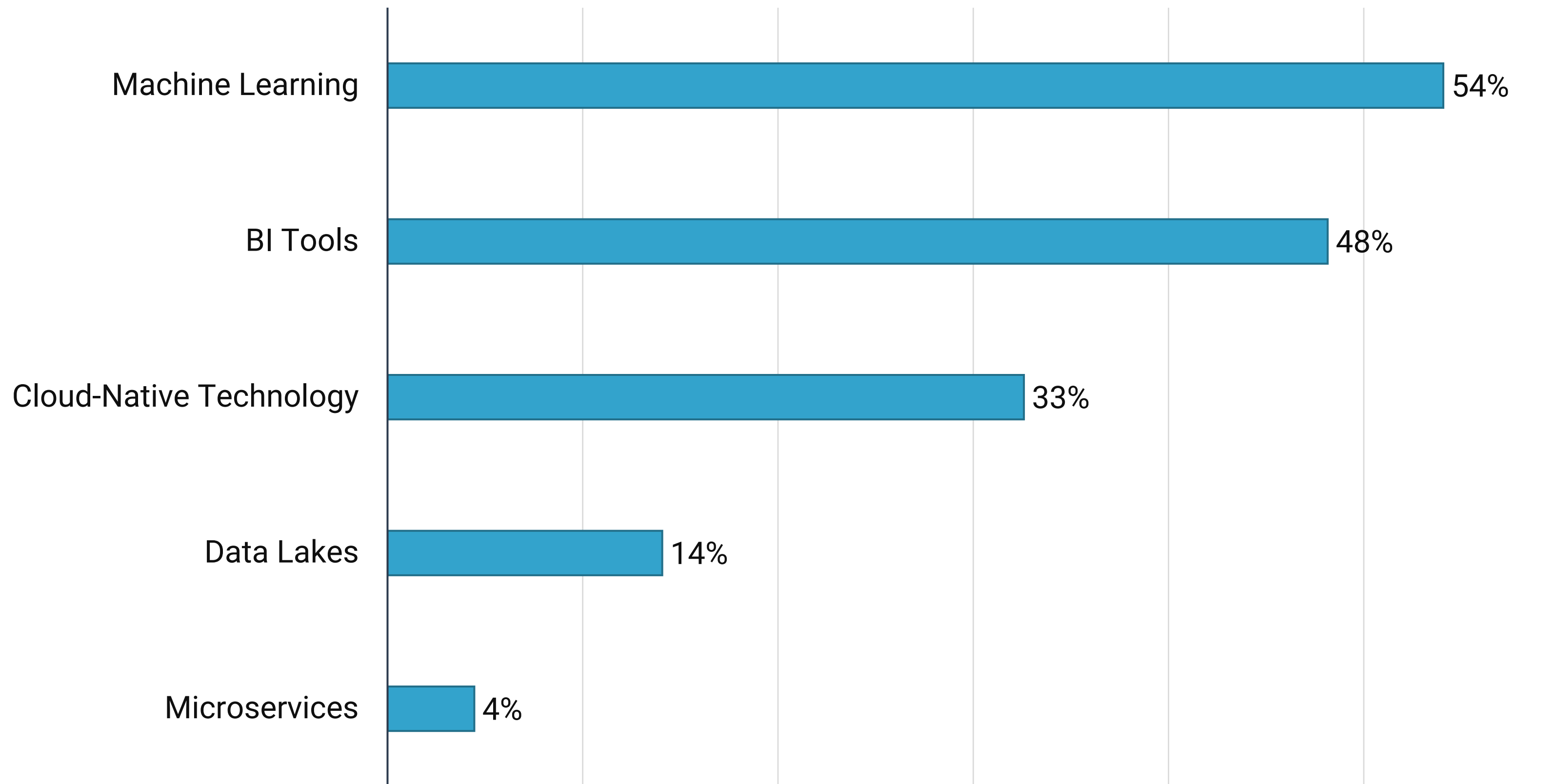
LAG DATA



Real-Time Data

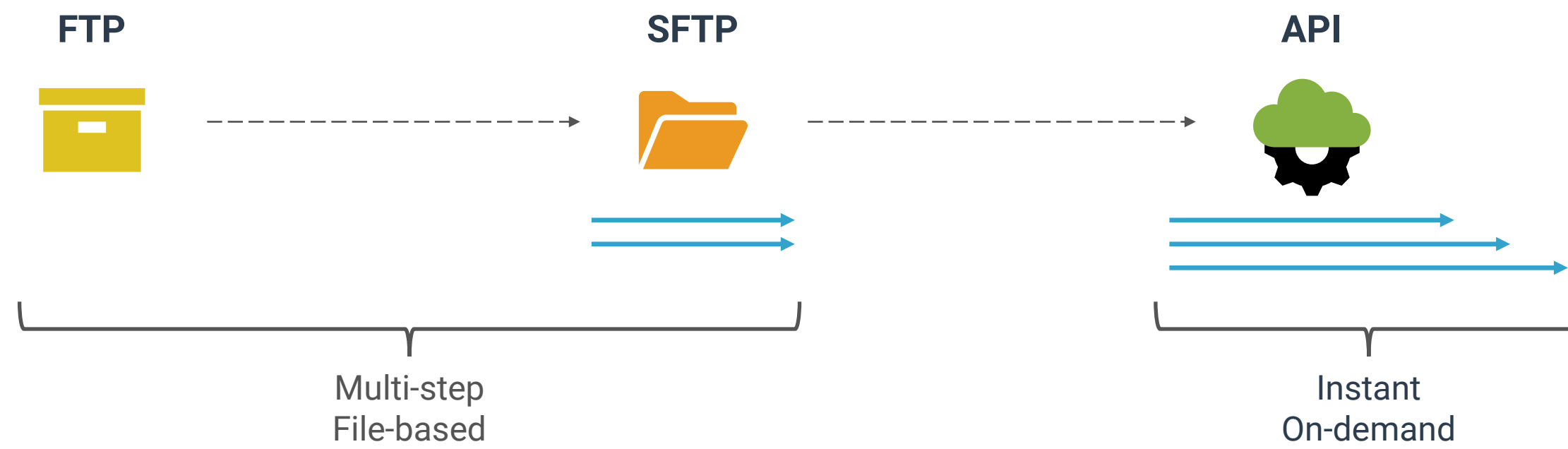
POLL QUESTION

My understanding of the following technologies and their implications is strong.

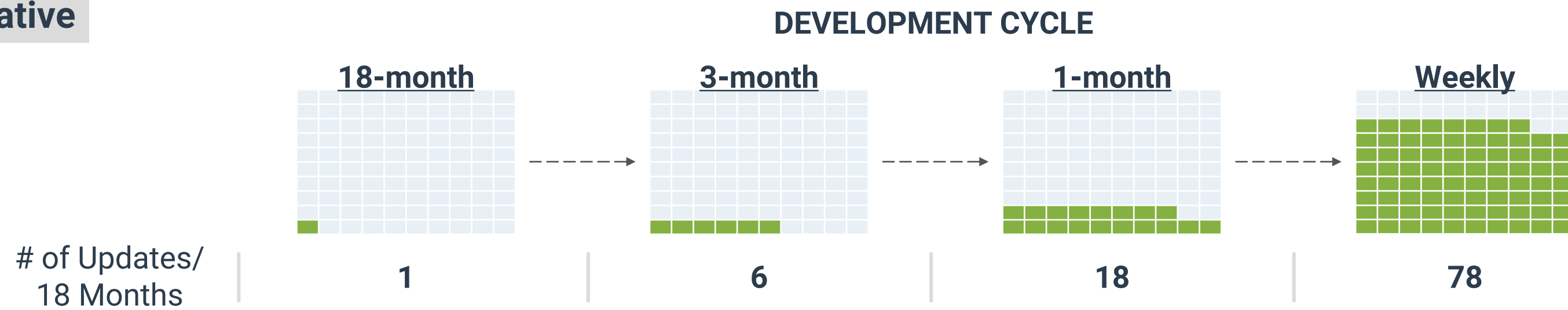


SPEED

Connection

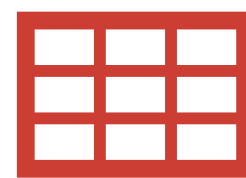


Cloud-Native

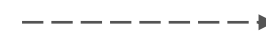


COMPUTE AND PLATFORM

Business Intelligence



Tables



Modern BI

- In memory
- Instant

AI/ML



Accounting



Cashflow Mapping

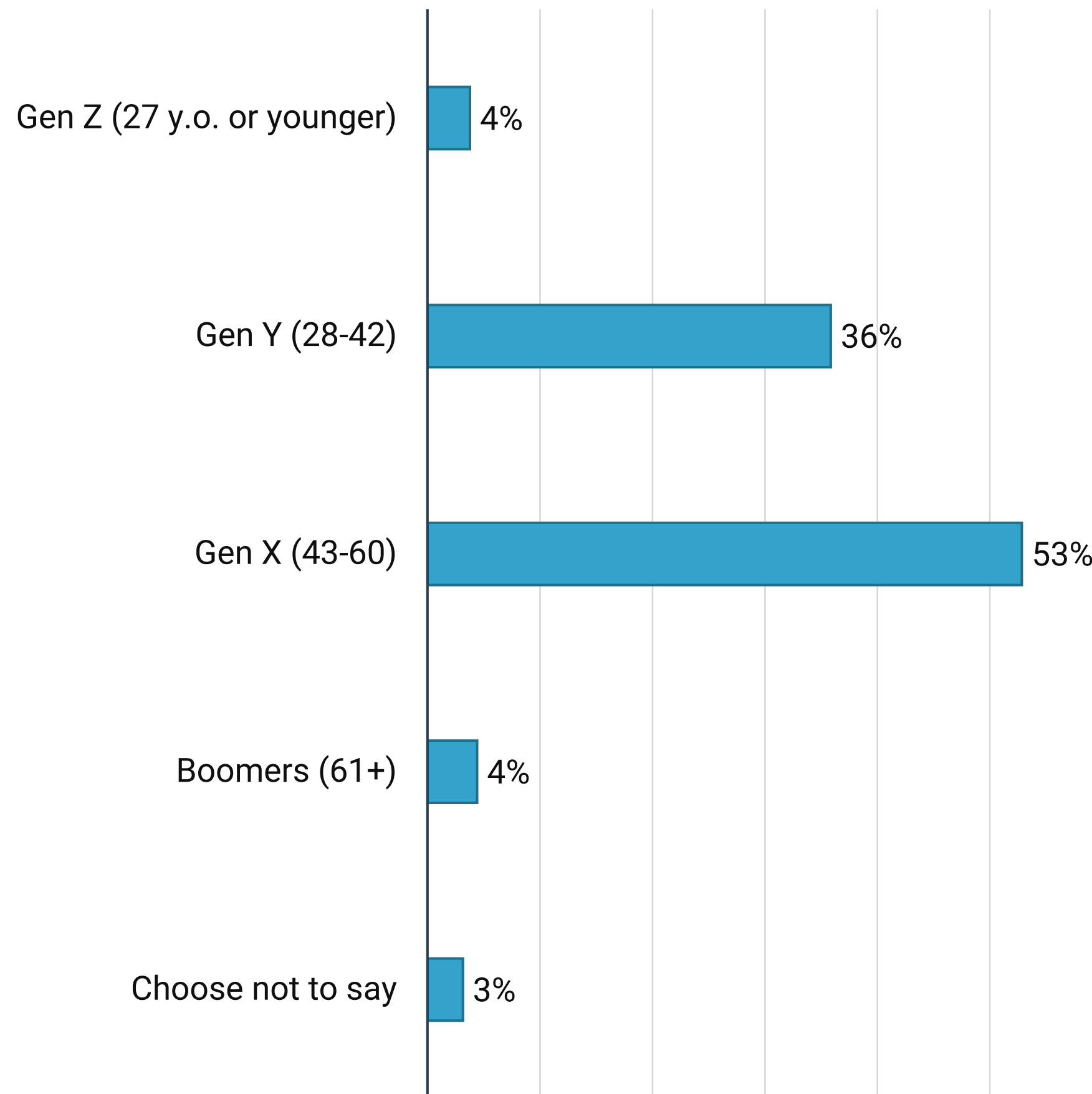


Error & Fraud Detection

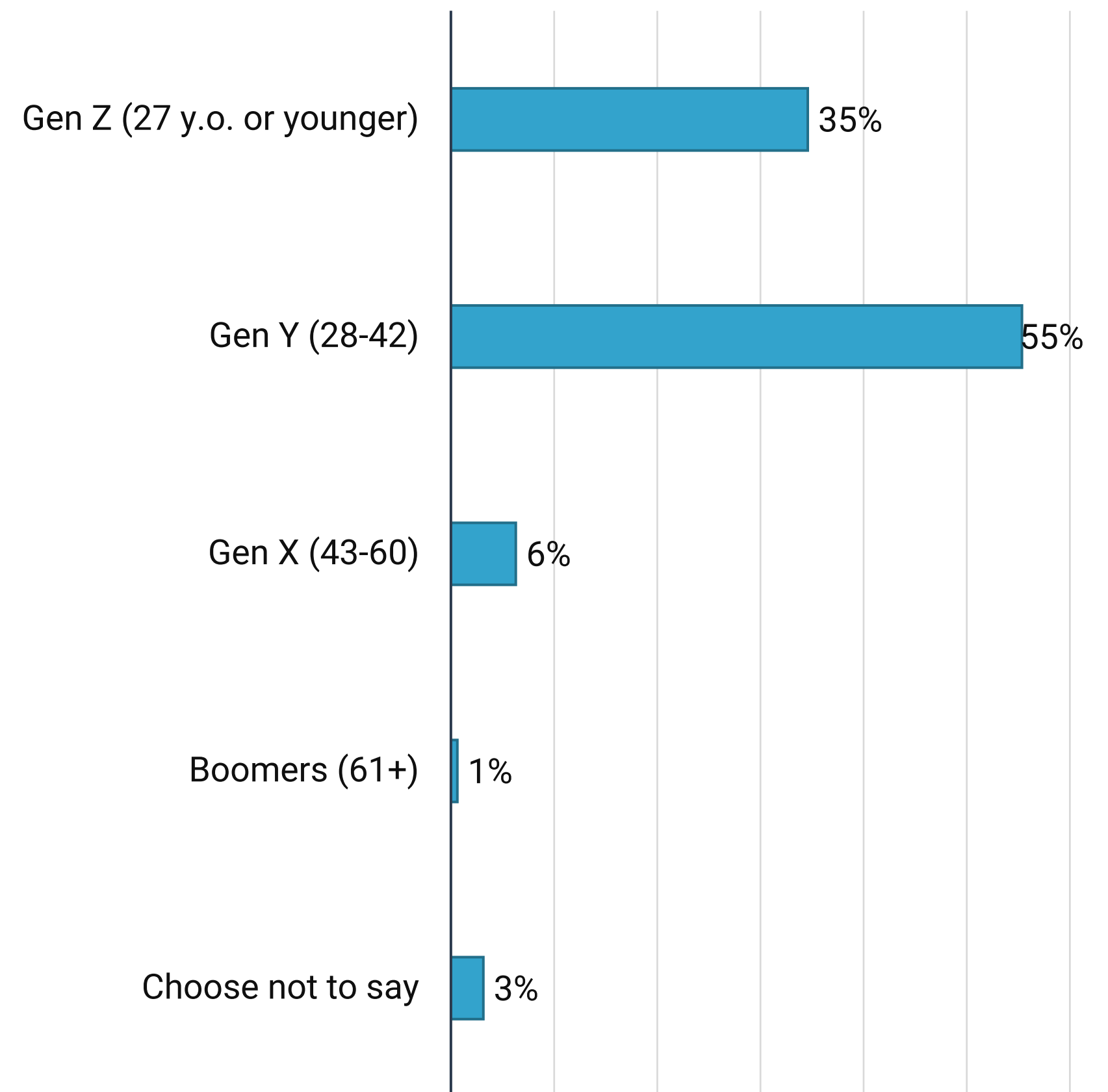
- Anomaly Detection
- Pattern Detection

POLL QUESTION

I am in the following cohort:

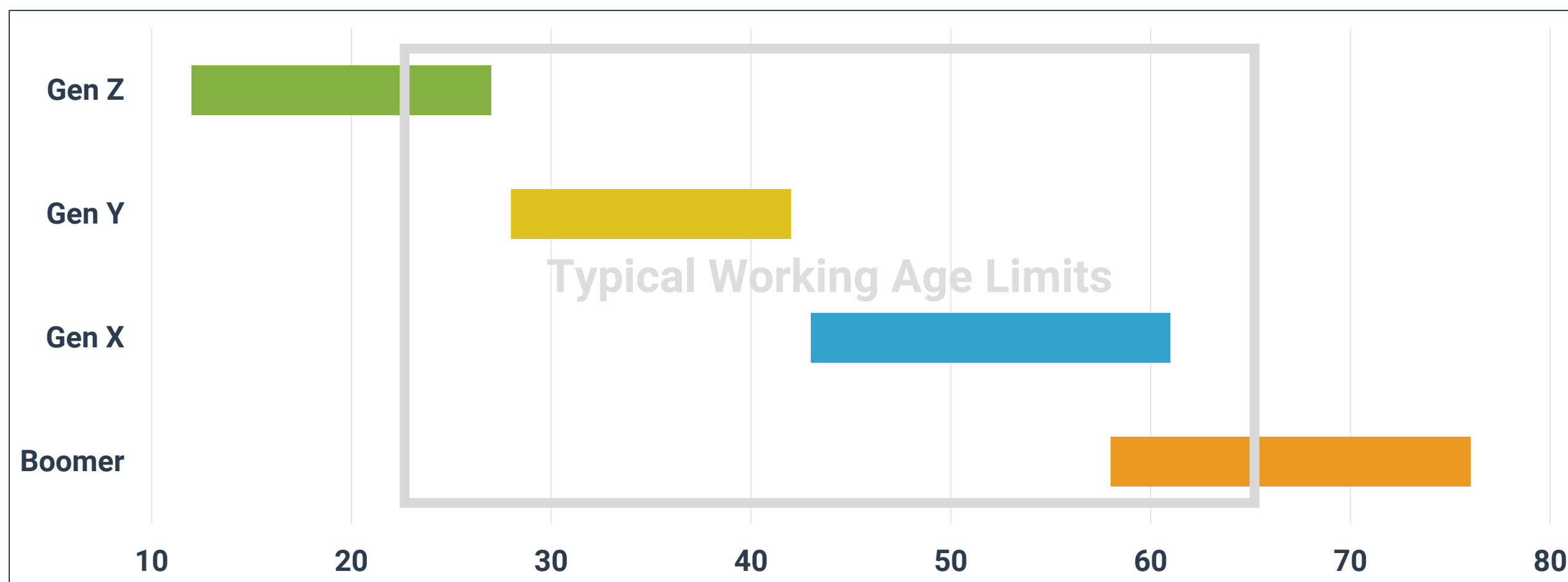


Which cohort do you think is the most effective with technology (all aspects):



TALENT

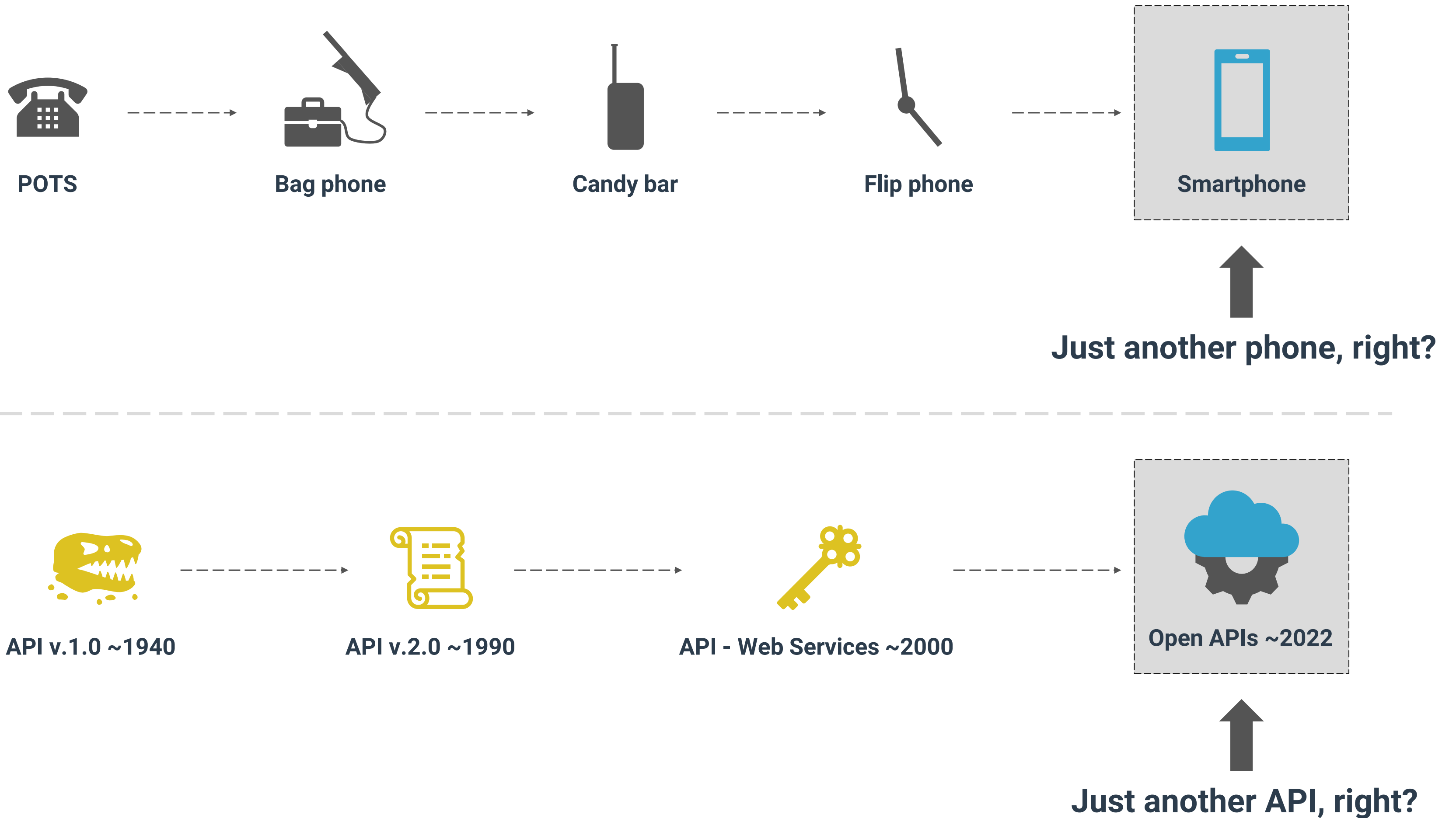
	RANGE	YOUNGEST	OLDEST
Gen Z	1995-2010	12	27
Gen Y (Millennials)	1980-1994	28	42
Gen X	1961-1979	43	61
Boomers	1946-1964	58	76







DESCRIPTORS FOR WORK

COHORT	STRENGTHS	WEAKNESSES
Gen Z	<ul style="list-style-type: none"> • Most tech competent • Occupationally ambitious 	<ul style="list-style-type: none"> • More cynical than predecessors • Very little experience without easily accessible tech
Gen Y (Millennials)	<ul style="list-style-type: none"> • Very independent workers • Have grown up sourcing information; can create their own processes 	<ul style="list-style-type: none"> • Due to independence, less interested in teamwork than other generations • Weaker work ethic than predecessors • Less patient with career growth; more likely to leave before 2 years if their skills aren't developed
Gen X	<ul style="list-style-type: none"> • Considered best overall workers by majority of organizations • Highly value work-life balance, both personally and in organizations • Biggest revenue generators overall 	<ul style="list-style-type: none"> • Generally less satisfied with senior management in their organization • Less inclined to express disagreement with management than predecessors
Boomers	<ul style="list-style-type: none"> • More committed to their roles than any other generation • Longest tenure of current working generations • Good team players • Excellent mentors 	<ul style="list-style-type: none"> • Workaholics • Due to preference for structure and discipline, less inclined to welcome change • Due to competitive nature, need recognition and rewards to remain motivated • Least tech savvy of all generations, prohibiting ability to keep up with developments

EQUIVOCAL TERMS MASK CHANGE



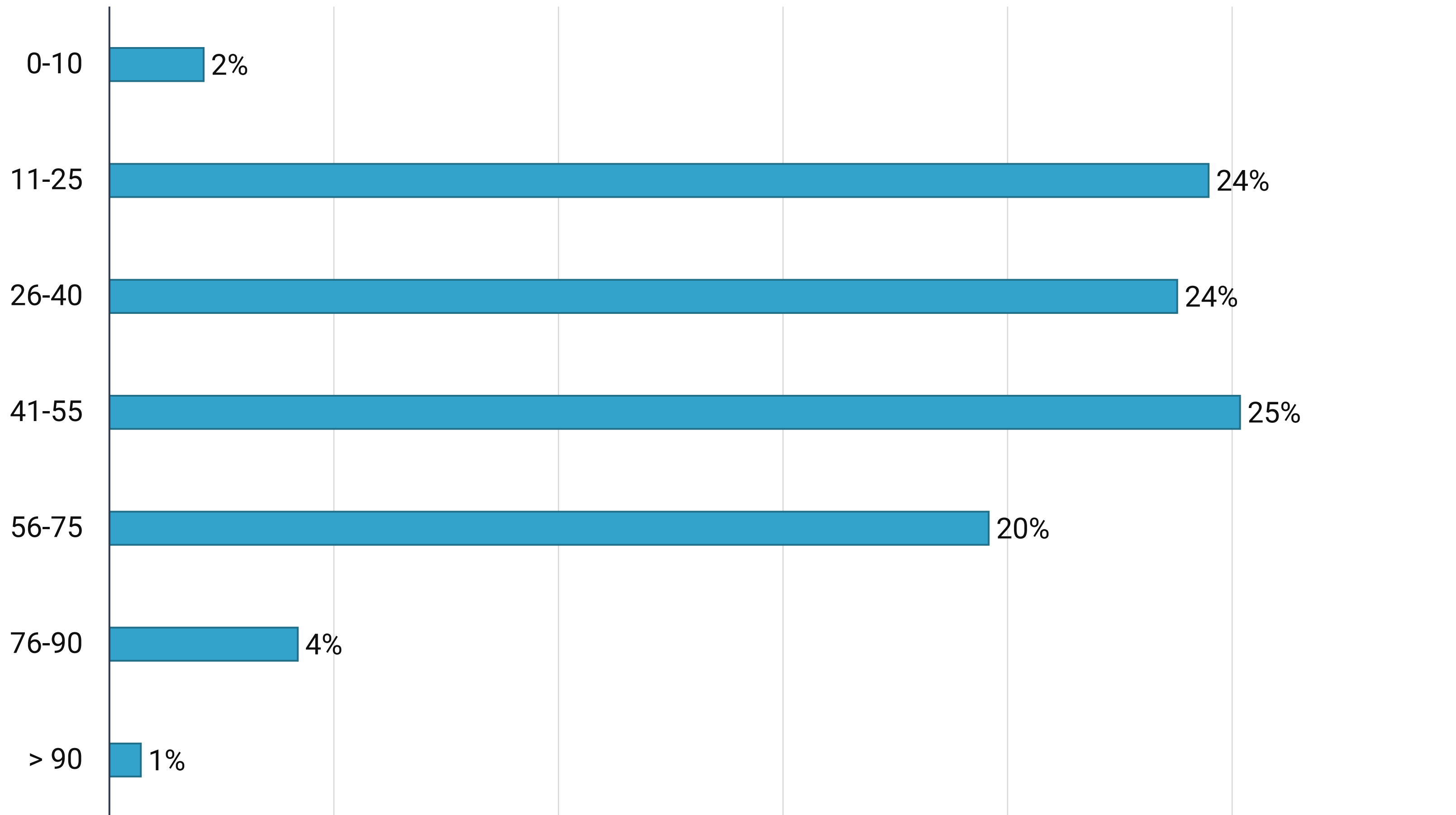
LEVEL OF TOLERANCE

	Tolerance	No Tolerance	
 Speed Delays	Boomer	Gen X Gen Y Gen Z	No one tolerates delays
 Manual Entry	Boomer	Gen X Gen Y Gen Z	Efficient workflow <ul style="list-style-type: none"> Is it laziness or an expectation of time stewardship?
 Error Detection	Boomer Gen X	Gen Y Gen Z	
 Repetitive Work	Boomer	Gen X Gen Y Gen Z	Work harder Work smarter
 Visibility	Boomer Gen X	Gen Y Gen Z	Why do I need to hunt for what I'm supposed to see?

----- NOT MAINLY ABOUT AGE COHORT, BUT A MINDSET -----

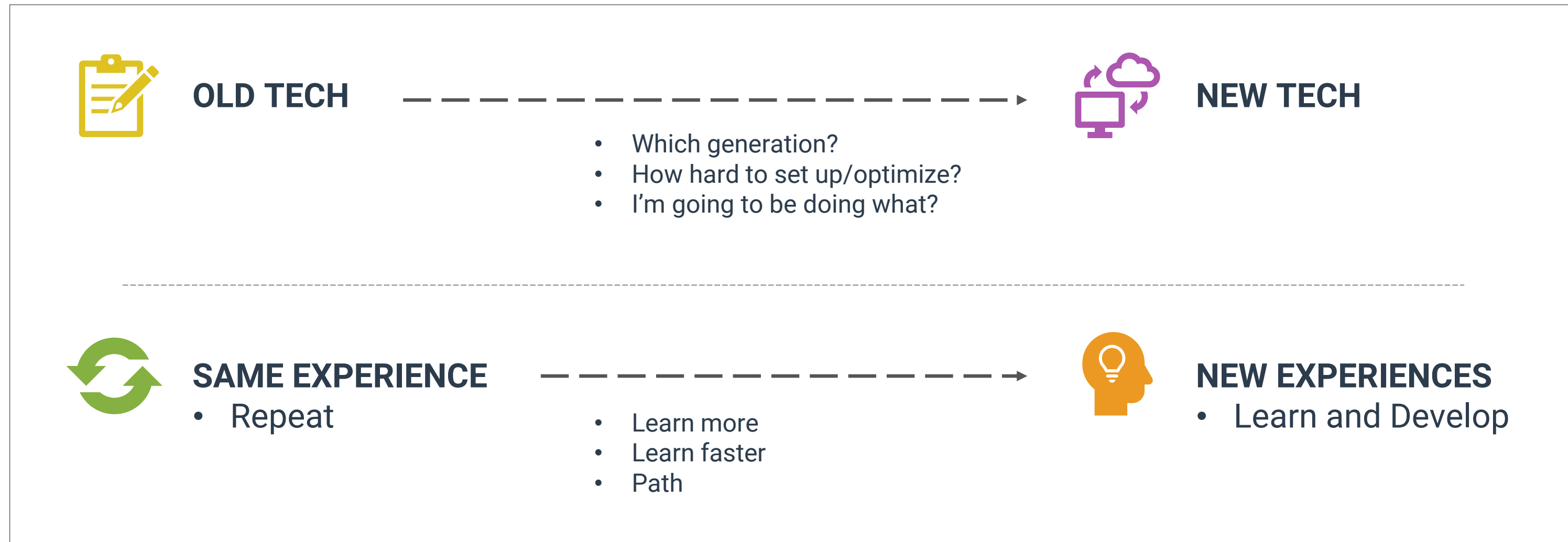
POLL QUESTION

What percentage of NEW/CONSISTENT work is ideal for you?

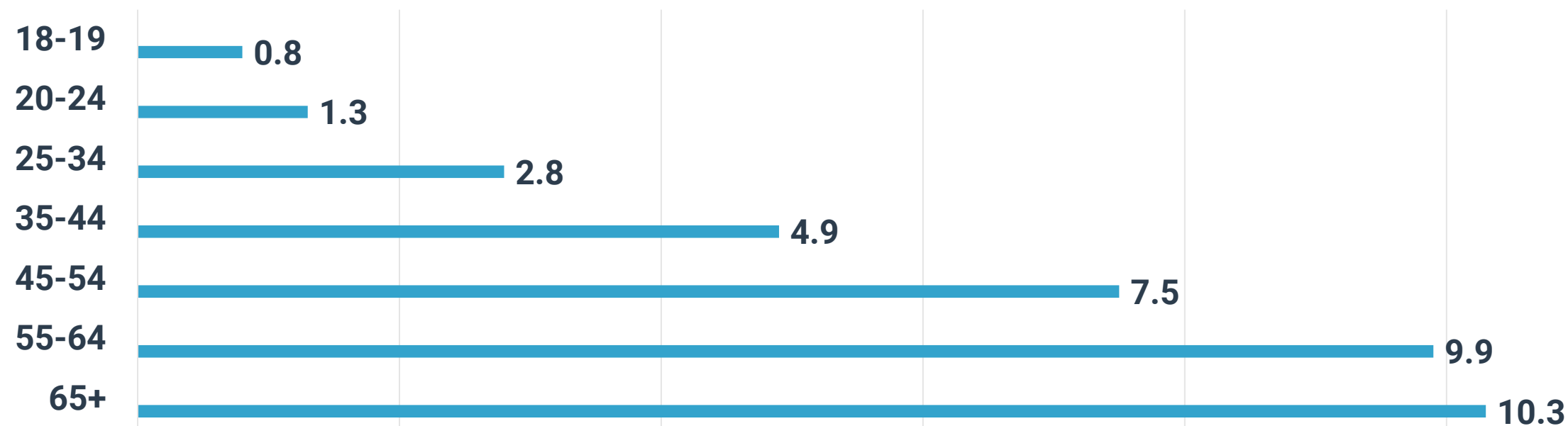


TALENT ATTRACTION/RETENTION

GENERATIONAL DIFFERENCES



Number of years workers had been with their current employer at time of survey

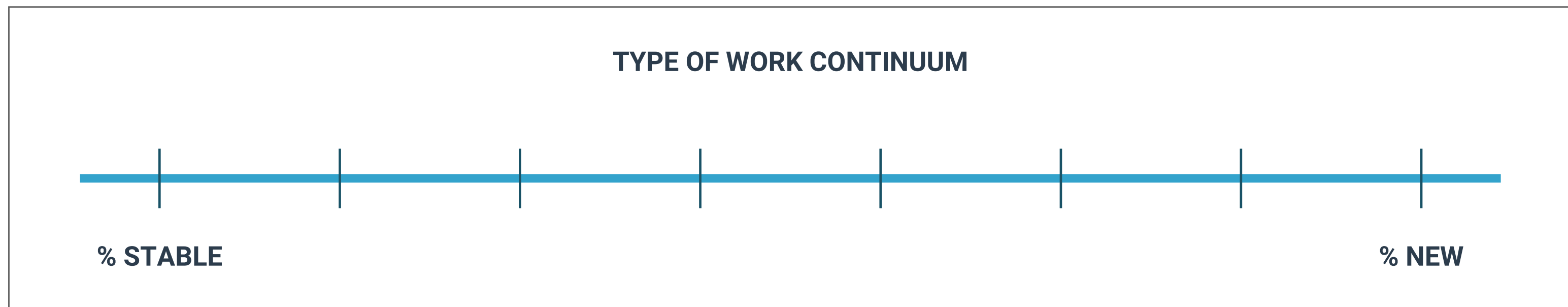
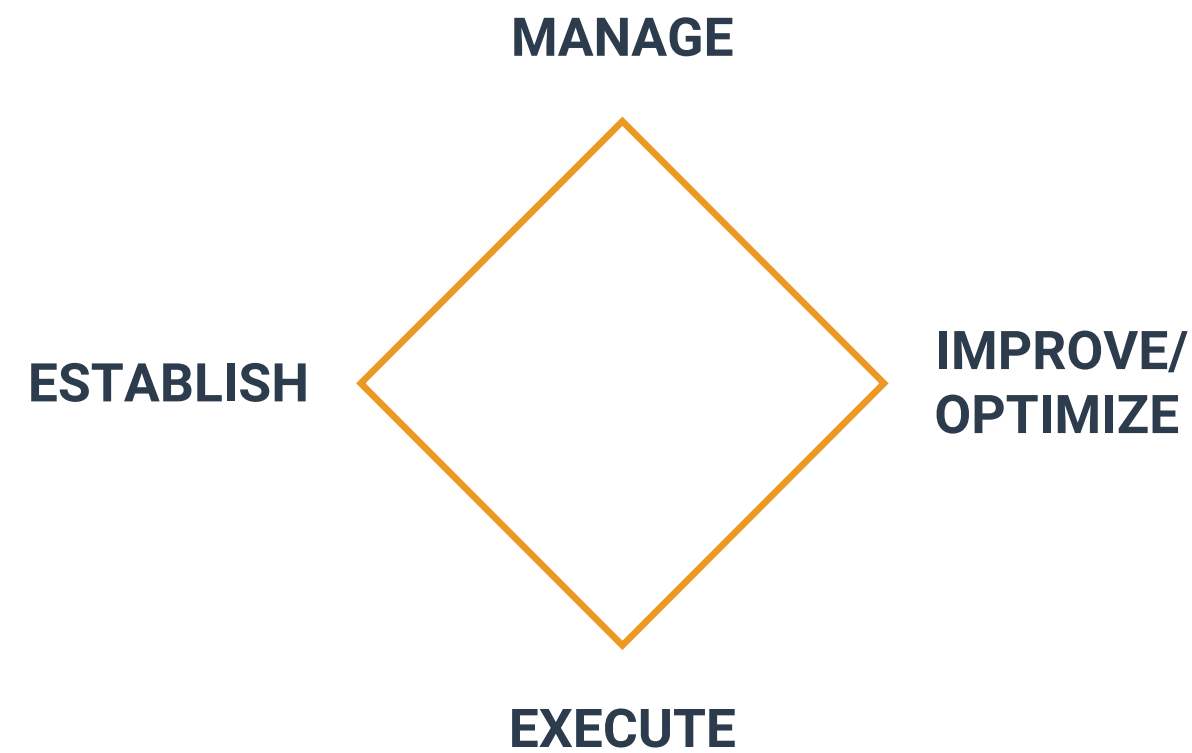


People are motivated by passions that led them to pursue their career, and they don't want to spend most of their week on paperwork. Younger generations grew up with digital technology and are accustomed to its simplicity, so they know there are better and faster ways of doing things.

-Todd Gerber
Vice President, Document Cloud
Product Marketing at Adobe

TALENT ATTRACTION/RETENTION

GENERATIONAL GENERALIZATION AND INDIVIDUAL PREFERENCES



FEEDBACK



TEAM VS. INDIVIDUAL

KEY TAKEAWAYS



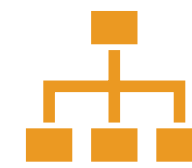
MANUAL & AUTOMATED

- What has changed?
- What can change?



WORKING & THINKING

- What is needed?
- What feeds my passion?



TOLERATION & HIERARCHY

- Less patience for delays
- Faster...feedback
...experiences



VISIBILITY

- Expectations for access to data and information

LET'S CONNECT.

DON'T LET THE LEARNING END HERE...
CONTACT US WITH ANY FUTURE QUESTIONS.

Thank you for your interest in this presentation and for allowing us to support you in your professional development. Strategic Treasurer and our partners believe in the value of continued education and are committed to providing quality resources that keep you well informed.



STRATEGIC TREASURER

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🎧 The Treasury Update Podcast

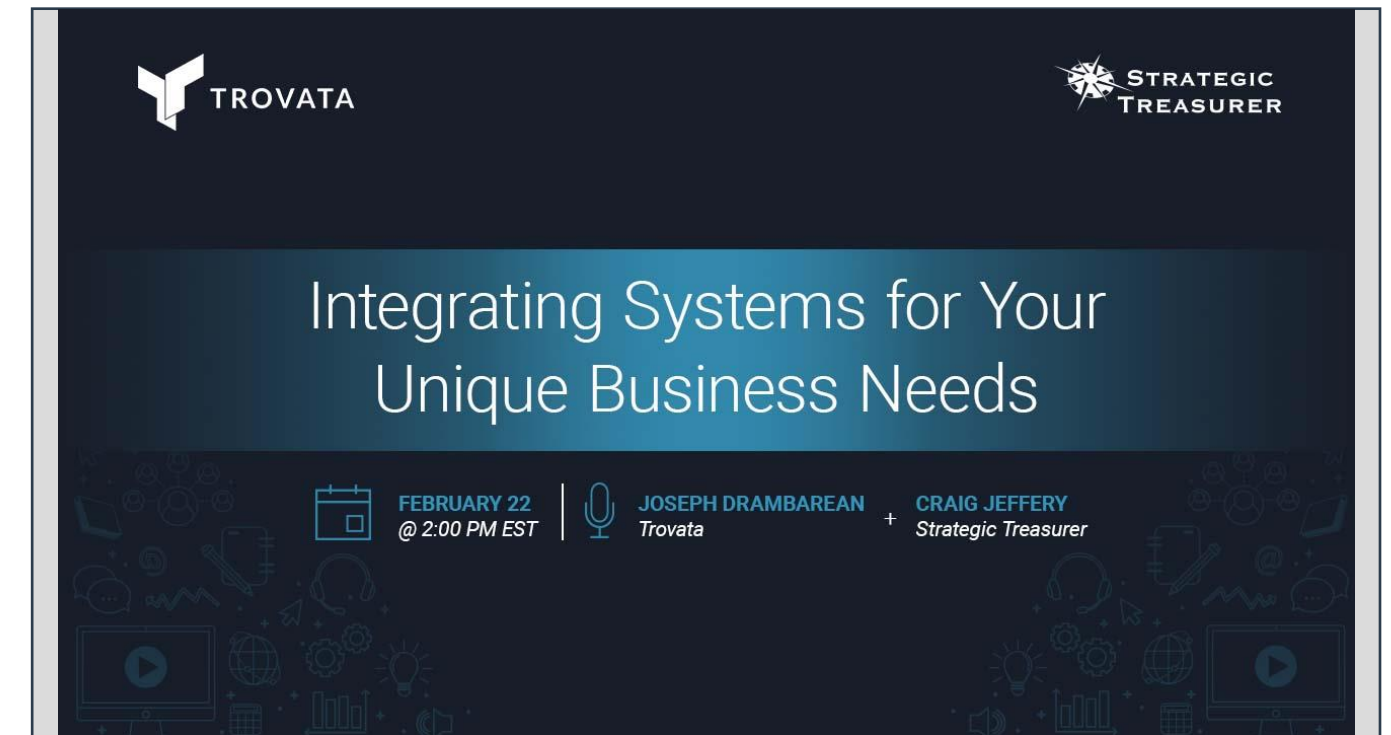
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TROVATA

Tracey Knight
Vice-President of Client Success, Trovata

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