

# Kathleen Quinn Votaw

## Speaker Kit 2023



*"How do I keep and find great employees? This is the topic of the day and Kathleen has unique, practical, and cost-effective answers. As a speaker she is engaging, energetic, authentic, memorable and fun. Her two books are to the point, no fluff, full of valuable insights. As a business owner she practices what she preaches and runs a thriving enterprise."*

**- Jeanette Hobson, Vistage Chair, New Jersey**

# Table of Contents

---

**03** Introduction

---

**04** About Kathleen

---

**05** Speaking Topics

---

**06** Precision Interviewing

---

**07** Fee Schedules

---

**08** Event Details

---

**09** Kathleen's Books

---

**10** Media

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# Putting Your People First They Thrive—You Thrive

## Industry Disrupter, Award-winning CEO, Author

Kathleen Quinn Votaw is a leading authority on resolving the #1 concern of CEOs across the country: How to find and keep top talent. She is the author of two books: *Dare to Care in the Workplace—A Guide to the New Way We Work*; and *Solve the People Puzzle—How High-Growth Companies Attract & Retain Top Talent*. She is a widely published author of articles on recruitment, retention, culture, and leadership, and a highly regarded expert and speaker on what it takes to thrive when the ground keeps shifting. The award-winning founder and CEO of TalenTrust, Kathleen is a valuable strategic partner to high-growth companies throughout the U.S.

Before the mainstream began realizing that people are the most important asset of every organization, Kathleen had already fully recognized that her chosen industry, staffing, was stagnant and in dire need of disruption. She became a key industry disrupter, challenging leaders to throw away the top-down, inflexible management styles of the past and create workplace communities built on empathy, respect, inclusiveness, kindness, and trusting relationships between leadership and employees. In other words, helping organizations put their people first, where they're most capable of driving business growth.

As a speaker, Kathleen's perspective is broad, encompassing everything people related, including culture, employment brand, job markets, leadership, and any other topic that impacts recruitment and retention in the grand scheme. She's also specific, offering particular insights and tools that help you tackle your talent challenges head-on at every level. You'll find her engaging, heartfelt, funny, compassionate, playful—and deeply informative. Your people work for you so they and their families can have a great life. Kathleen will help you build the Camelot they're looking for in order to help your company grow and thrive.



[Watch Kathleen's Speaker Reel](#)



[22 Questions with Kathleen](#)

# About Kathleen

A questioning mind and heart filled with possibility meant Kathleen Quinn Votaw had little choice but to disrupt and transform the stagnant staffing industry she loves. For nearly 30 years, she has dedicated her career to bringing more humanity to every aspect of “human resources,” from employer brand and recruiting to culture, leadership, and retention. She has always believed and espoused that finding, keeping, and growing talent should never be an afterthought. It should be a daily endeavor, just like finding and keeping great customers.

Kathleen is the founder and CEO of TalenTrust, a strategic recruiting and human capital consulting firm that has helped companies nationwide address immediate needs and drive long-term growth since 2003. By practicing and proving new ideas for more effective talent acquisition and management, TalenTrust serves as a model for other organizations aspiring to develop the human-centric cultures that define today’s best companies.

Along the way, Kathleen has overcome a multitude of personal and business challenges to become a strong leader and trusted partner to growing companies nationwide. Under her leadership, TalenTrust exceeded its growth goals throughout the Great Recession to become one of the less than two percent of women-owned businesses to break the million-dollar mark. Her core belief is that people-centric, relationship-based workplaces are the key to attracting and retaining the talent to take businesses to the next level. This has become the basis of her mission, to help HR professionals attain the skills they need to provide strategic value to their companies.

Building on nearly three decades of experience, she has helped thousands of organizations across multiple industries navigate uncertainty and continuous change to develop purpose-based, inclusive cultures; targeted recruitment strategies; and, most importantly, inspired employees who want to come to work each day. Her diverse clients have included Harvard, MIT, John Hancock, Kaiser Permanente, New Belgium, SportClips, and the U.S. Department of Veteran’s Affairs.

Kathleen is the author of the 2016 book *Solve the People Puzzle* as well as *Dare to Care in the Workplace* in 2021. She is a regularly published columnist and popular speaker on topics related to HR strategies and workplace culture. Her talents and unique perspective have enhanced the work of numerous boards, including ACG-Denver, where she served a term as president, Colorado Companies to Watch, Innovar, and Enterprising Women, where she currently serves as an Advisory Board member. She has recently been named to the National Speakers Association, Denver Board.

A lifelong learner, Kathleen completed a Stanford Graduate School of Business program focused on strategy, innovation, and organizational design in 2019. She has received many awards, including the coveted Inc. 5000 fastest-growing private companies in America for two consecutive years; 2020 Enterprising Women of the Year from Enterprising Women Magazine for her work to fuel lasting change in companies across the nation; and multiple achievement awards from Colorado Women’s Chamber, ColoradoBiz Magazine, Denver Business Journal, and Vistage Worldwide.

Kathleen enjoys spending time with her husband, son, and friends. Her leisure time is spent reading, cooking, and entertaining when she is not scuba diving in exotic locations.





# Speaking Topics

## Recruitment is a Sales Process

Posting ads online and praying for a bite isn't enough. It's time to approach recruitment with the same zeal as customer acquisition. Learn how HR and marketing teams can collaborate to boost your employment brand and target your desired talent pool.

## Put People First

No one can argue that technology is disrupting the way we do HR. But it'll never replace the need to develop people-centered workplaces. When employees feel they belong, have opportunities to grow, know their work has meaning, and trust their leaders — that's when you create success. Put people first. Everything else will follow

## Dare to Care

Learn how to create your Camelot Community by instilling and giving trust, creating an incredible employee experience that supports the whole person, and authentically showing up and caring helps develop a community where your employees and business can flourish.

## Find Your Voice

Are some of your employees singing off key? Identify the cause of dissonant chords with an honest look at your culture, engagement, and recruitment processes. Organizations thrive when all members of the team have a voice. It's up to you to foster workplace harmony by championing an environment of respect and understanding



## Testimonials

"Kathleen's content is approachable and she made sure to leave our audience of 6,000+ attendees with key takeaways for how to be an Awesome Boss! I highly recommend her and her content for anyone looking for a fabulous speaker who will tailor their content to your needs and be a kind, engaged, partner along the way. "

**- Stephanie Heishman, Professional Business Women of California**

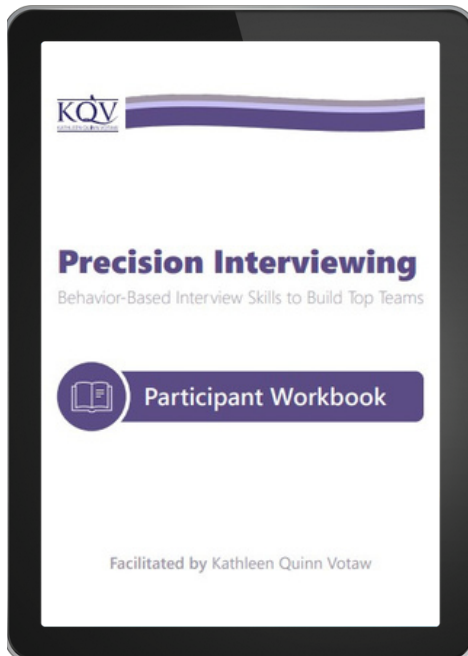
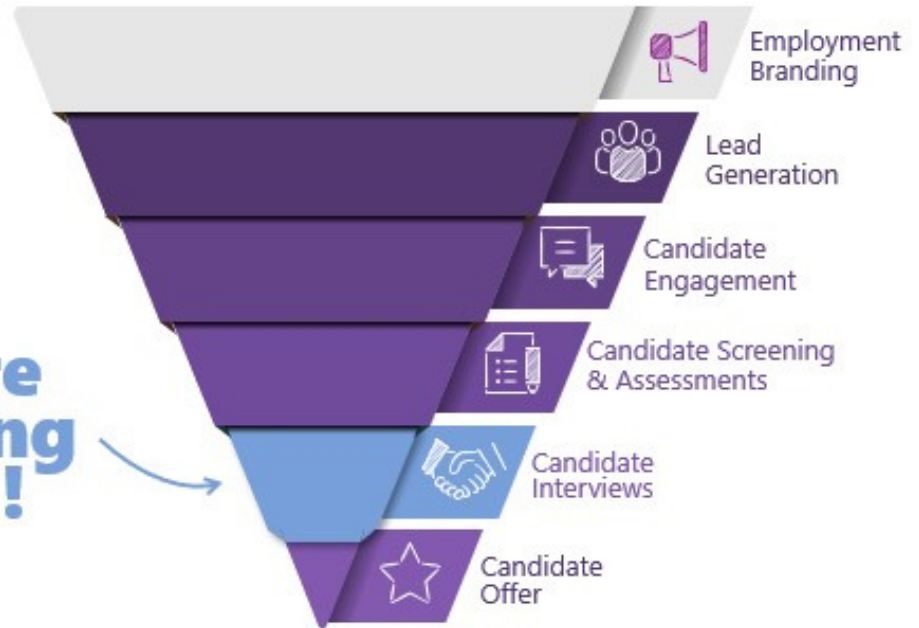
"Kathleen spoke to our national conference yesterday, and also ran a workshop with our franchisees. She was amazing all around! I personally enjoyed working with Kathleen, and she was also very helpful to our franchisees in terms of how to think differently about the Team Member (employee) experience and how to impact it positively to hire and retain more great people. We are doing a follow on project with Kathleen and I'm very much looking forward to it."

**-Edward Logan, CEO of Sport Clips Haircuts**

# Precision Interviewing

A 16-hour, 8-part course that explores why behavior based interviewing leads to better hires. In this course you will learn the 7 steps to precision-based interviewing, develop a custom, position-specific interview guide, and learn how to create an exceptional candidate experience when interviewing.

**We're  
starting  
here!**



"I had the pleasure of attending a precision interviewing workshop led by, Kathleen. She offered profound insights into the interviewing process. She left our group with practical tools that will surely make a positive impact on our recruitment process. I highly recommend, Kathleen."

**- Tim Wilson, District Manager at HM Wagner & Sons**

"Hiring the wrong person is costly for so many reasons. As a favor to Vistage speaker and member Kathleen Quinn Votaw, and because I wanted to see if my members would get value, I test drove KQV's brand new 8 module Precision Interviewing course. As a result, I will be **strongly recommending** at least one person from each of my member companies take this course in order to FINALLY and permanently adopt a process that will give them the best chance to hire the right people"

**- Lonnie Martin, Vistage Chair, Foresthill, CA**

# Fee Schedules

## Speaking Fee Schedules

Speaking Format	Fee	Bureau Fee of 20%**
Full Day	\$15,000	\$3,000
Workshop/Breakout	\$12,500	\$2,500
Keynote	\$10,000	\$2,000
Virtual Speaking	\$5,000	\$1,000

All fees above do not include expenses but are required: round trip airfare, ground travel, accommodations and reasonable meals and incidentals for one.

All Bureau commissions are included in the Fee above

Kathleen will be happy to provide books in advance of the event in a special online presale. Books are provided at an additional cost. Please visit [www.kathleenquinnvotaw.com/books](http://www.kathleenquinnvotaw.com/books) for more information.

## eLearning Fee Schedule

Course	Duration	Cost
Precision Interviewing	16-hour course	\$1,500 per person

\*This course can also be taught in person to a group over 3 days. Please contact us for rates and additional information.

All prices are listed in US dollars. For speaking, a refundable 50% deposit of the fee is due upon contract signing to hold the event date for the client. Balance is due within 15 days following the event date. For eLearning, individual clients will pay in full in advance of class one. For a client group, a 50% deposit will be due upon contract signing with the balance due within 15 days following completion of the course.

# Event Details

## Room Set-up

- Keynotes –1 High top table with water provided.
- Workshops/Breakouts - Rounds with no more than 6 participants per table; LCD Wall Monitor or equivalent or digital projector and a screen; 1 flip chart; and color markers.
- eLearning – Virtual participants must have access to Zoom Video Conference software. In person courses need the same items listed above in workshops and AV requirements above.

## Audio Visual Requirements

- LCD projector with Microsoft PowerPoint capability
- Wireless Slide Advancer (Logitech)
- Wireless Lavalier Mic
- Handheld wireless mics for audience or breakout Q&A

## Shortened Biography

Early in her 30-year career, Kathleen Quinn Votaw saw an industry in desperate need of a shake-up and set out to disrupt and transform staffing. In 2003, she launched TalenTrust to show companies of all sizes and across industries what it takes to win the war on talent and create the human-centric cultures that define today's best companies. The first lesson is that it's not the free beer, foosball tables, or even salaries. It's connecting authentically with your people.

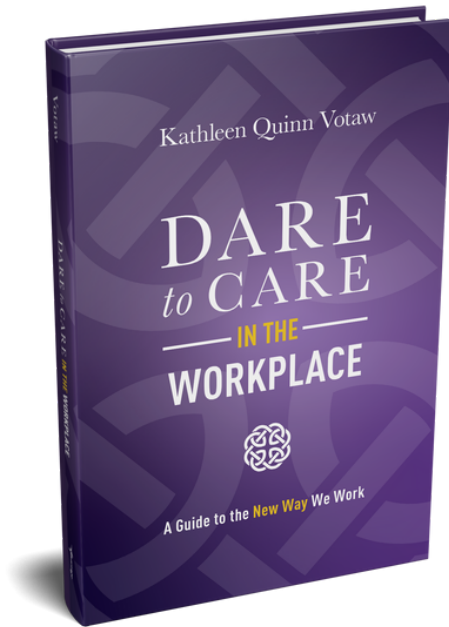
As CEO of TalenTrust, a strategic recruiting and human capital consulting firm that has helped companies nationwide address immediate needs and drive long-term growth, Kathleen has received numerous awards for her leadership. She is one of just two percent of women business owners who have broken the million-dollar mark. Her people-first approach has also led to many awards for TalenTrust, including the coveted Inc 5000 fastest-growing companies two consecutive years.

Kathleen is the author of the 2016 book *Solve the People Puzzle* as well as *Dare to Care in the Workplace* in 2021. She is a regularly published columnist and popular speaker on topics related to HR strategies and workplace culture.





## Kathleen's Books



### Dare to Care In The Workplace

In *Dare to Care In The Workplace*, Kathleen Quinn Votaw shares her signature plan for creating people-centric, relationship based workplaces where employees replace the nine-to-five work mentality with purpose and personal fulfillment.

*"Adapting to our new normal post-pandemic poses a challenge for today's business leaders. Guidance from Kathleen Quinn Votaw arrives at a perfect time to ease you through this transition period and get you on the right path to lead your team to new heights. This is a must read"*

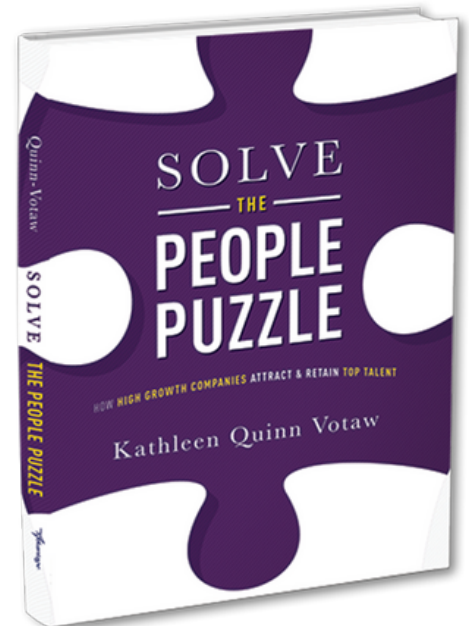
**- Monica Smiley, Editor & Publisher, Enterprising Women**

### Solve the People Puzzle

*Solve the People Puzzle* was written for C-level executives of companies who need to attract and retain top talent in a fiercely competitive marketplace.

*"An exemplary business book. It's packed with personal examples, research, and practical advice on one of the toughest challenges organizations face: finding, growing, and keeping excellent people."*

**- Kim Jordan, Co-Founder, New Belgium Brewing Company**



# Media

## Print Media

[The Good Men Project - 5 Ways Leaders Can Use Empathy](#)  
[Inc Magazine - Tracking Employee Satisfaction](#)

[HR.com - Human-centric Empathetic Leaders](#)  
[HR Executive - Drawing Women Back into the Workforce](#)

## TV Spots/Podcast



[Dare to Care in the Workplace - Watch Kathleen on WSBT 22](#)



[Managing In-person and Hybrid Workers – Spectrum News](#)



[Forbes Books Podcast Dare to Care in the Workplace](#)



**Please contact us with questions about speaking or any other programs**  
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