

Kathleen Quinn Votaw

Speaker Kit 2024



"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

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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.



[My Story](#)



[The Messenger](#)



[KQV Speaks & TalenTrust](#)



[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, 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 including clients like SportClips, National Propane Gas Association, ProSource and Vistage Worldwide. Kathleen’s thought leadership is also featured in print, radio and TV with media outlets Inc., Fox, NBC, CBS, Fast Company, Business Insider, Fortune and Human Resource Executive. Her talents and unique perspective have enhanced the work of numerous boards, including President at ACG-Denver, Colorado Companies to Watch, Innovar, and Enterprising Women where she currently serves as an Advisory Board member. She is also a member of the National Speakers Association - Million Dollar Speakers Group.

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; Titan 100 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 talent acquisition and marketing teams can collaborate to boost your employment brand and target your desired talent pool. In this interactive session, attendees will learn the six-step process to:

- Improve your employee brand
- Create a pipeline of candidates
- Nurturing candidates to "yes"
- Prescreen and use assessments
- The interview process
- Get the offer accepted

Put People First

No one can argue that technology and Artificial Intelligence is disrupting the way we recruit and retain our people. But technology and AI will 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. Learn how to:

- Have critical and compassionate conversations that matter to your employees
- Lead with empathy
- Build a community

Dare to Care

Are you struggling with retention? If you are, you are not alone. The way we work has changed forever. Losing a key person can be devastating for your organization and finding someone to replace them daunting. Kathleen Quinn Votaw's keynote features key ideas from her book, *Dare to Care in the Workplace*. In this highly interactive and engaging talk, leaders will learn:

- The top twelve reasons their people are leaving
- Each person's role in the workplace
- Steps to creating a simply irresistible Employee Experience
- What leading with empathy and compassion really means



[Recruitment is a Sales Process & Solve the People Puzzle](#)



[Dare to Care in the Workplace](#)

Testimonials

"From our first introductory call to delivering a wonderful program, Kathleen asked great questions, paid close attention to the details, and provided wonderful insight and knowledge around the critical topics of recruitment and retention. I greatly appreciate all she did to make our day of learning impactful, memorable, and practical. She also has a gift for being able to deliver her highly engaging content in a way that makes the experience personal and inspires leaders to take action."

- Brent Kondritz, Assistant Provost, University of Dayton Center for Leadership

"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

"There are just some leaders who are so passionate about what they do that you can feel the energy when they are in your presence. This is the best way I can explain the impact Kathleen has when she enters the room. People are her passion, and it shows. She provides logical and straightforward strategies on how to attract, onboard, and retain key talent. This is an area that my clients continue to struggle with, and she brings the solutions that help CEOs and Business Owners address this ongoing challenge."

-Cheryl McDuffie James, Author, Speaker, Vistage Chair

Kathleen combines her incredible subject matter expertise on all things talent with a dynamic presentation style to win over groups of any size. I have seen Kathleen present to a group of 15 and to a group of 250. Each time she was able to connect, provide value and have everyone leave with at least one great action item to take back with them to benefit their personal lives as well as the lives of those they work with. If you have the chance to bring Kathleen in as a presenter or speaker at your event, you'd be smart to make it happen! She will deliver amazing results.

-Sean Taylor, CEO at Smith + Howard Advisory LLC



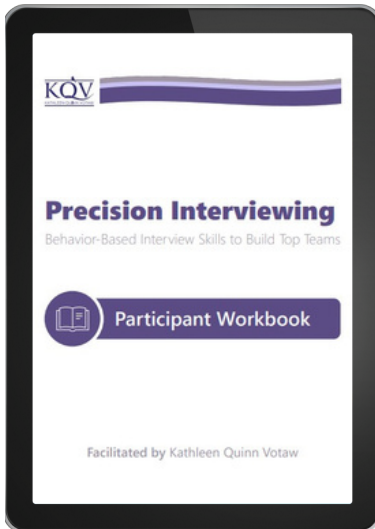
Precision Interviewing



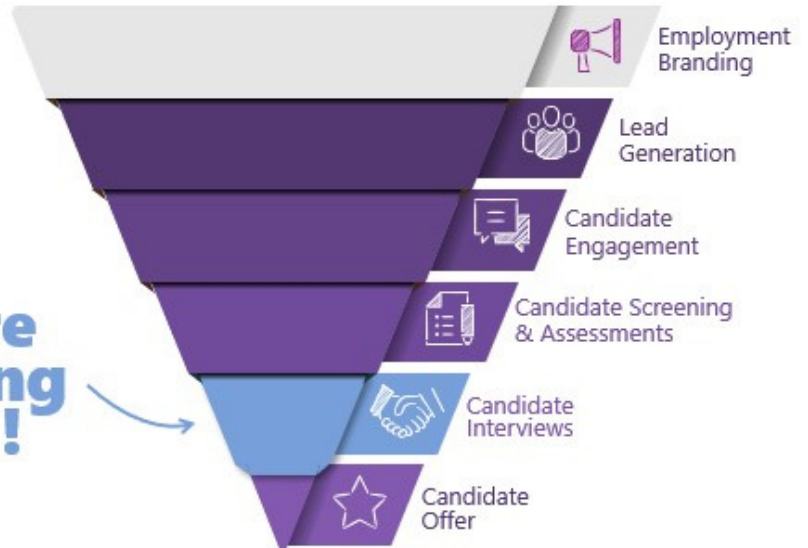
A 16-hour, 8-part course that explores why behavior-based interviewing leads to better hires.

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.

[Watch the Introduction Video](#)



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
Full Day	\$15,000
Workshop/Breakout	\$12,500
Keynote	\$10,000
Virtual Speaking	\$5,000

Travel expenses are NOT included in above fees. Travel expenses such as round-trip airfare, ground travel, accommodations and reasonable meals and incidentals for one may be required.

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 for more information.

eLearning Fee Schedule

Course	Duration	Cost
Precision Interviewing	16-hour course	\$1,500 per person
Group Option	3 days In Person	Contact for Pricing

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
- 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 recruitment and retention 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. [Purchase a copy here.](#)

"The best companies know what it means to put their people first, and every other business is left to figure out what that means in order to compete. With Dare to Care in the Workplace, Kathleen Quinn Votaw offers leaders an essential and heartfelt guide to creating what she calls Camelot Communities that attract and retain top talent. They're based on cultures where listening, trust, inclusiveness, empathy, respect, and kindness prevail - and judging others is nowhere in sight. You may see yourself in these pages."

- Michael Bush, CEO, Great Place to Work US

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. [Purchase a copy here.](#)

"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

TV Placements



[Telling Your Boss You're Unhappy. Watch Kathleen on Fox Chicago](#)

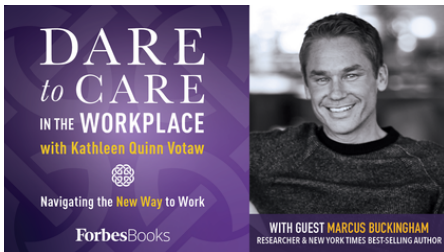


[Jobs Report Update - NBC Bay Area](#)

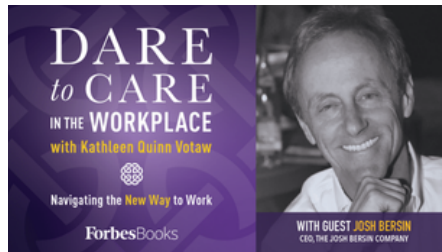


[Telling Your Boss You're Unhappy. Watch Kathleen on Fox Chicago](#)

Podcast Episodes



[Forbes Books Podcast - Dare to Care with Marcus Buckingham](#)



[Forbes Books Podcast - Dare to Care with Josh Bersin](#)



[Forbes Books Podcast - Dare to Care with Dee Ann Turner](#)

Print Media

- [Fortune - Ex-Cloudflare employee records her firing and sparks debate about whether it was a layoff in disguise or her fault](#)
- [NBC - Will Google's on-campus hotel help lure employees back into the office?](#)
- [HR Daily Advisor - As The Employee Experience Continues to Decline, Employers Will Lose Talent](#)
- [Inc Magazine - Tracking Employee Satisfaction](#)



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

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