



WELCOME

**The Evolving
Workplace Breakfast Series**

Cappfinity

April 2023



Founded in 2005
Team of 200+



250 clients
in 80 countries with 98% retention



18 years
of behavioral science research, 30+ I/O Psych's



USP
Measuring skills though performance and motivation



Forbes

FASTCOMPANY

WSJ

Reader's Digest

HR.com

WIRED

Identifying and measuring for natural skill //





Cognitive capacity

Numerical
Verbal
Logical



Behavioral

Analysis
Resilience
Learning Agility



Acquired knowledge and application

Coding C#
Salesforce
Excel

The Evolving Workplace Breakfast Series Panel //



Roxanne Hori

Founder
Next Act Partners



Maura Quinn

Vice President University DEI
& Talent Acquisition Programs
Liberty Mutual



Bryan Quick

Talent Acquisition and Global Head of
University Relations
Abbott

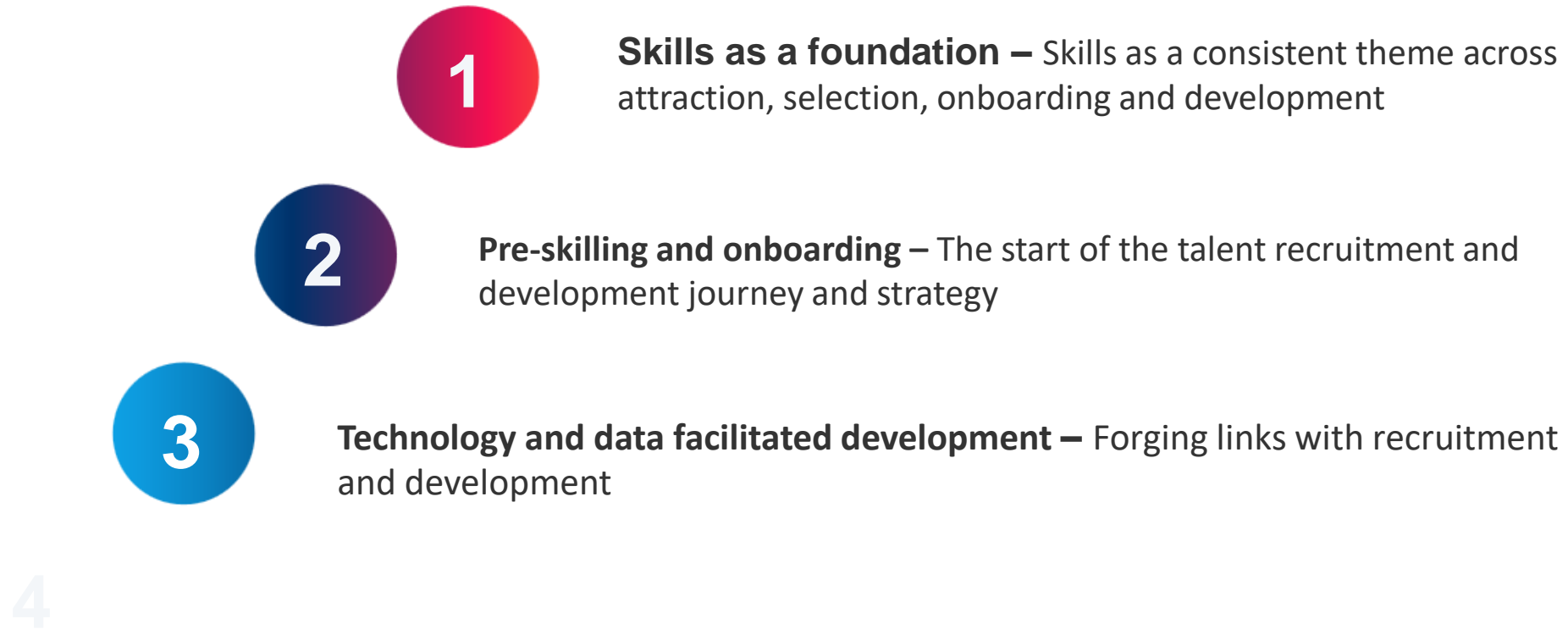


Nicky Garcea

Co-Founder, President &
Global Clients
Cappfinity

The News Headlines //





What's driving the focus on skills? //

Early Career Candidate / Employee

Increased mental
health challenges

Reduced confidence in
employment skills

Increased access
to AI/Chat GPT, etc.

Covid impact on social
mobility, interview
poverty

The Transition Recruitment and Development

Organizations

Fear over candidate
cheating

Removal or reduction
in academics

Poor links between
recruitment and
development

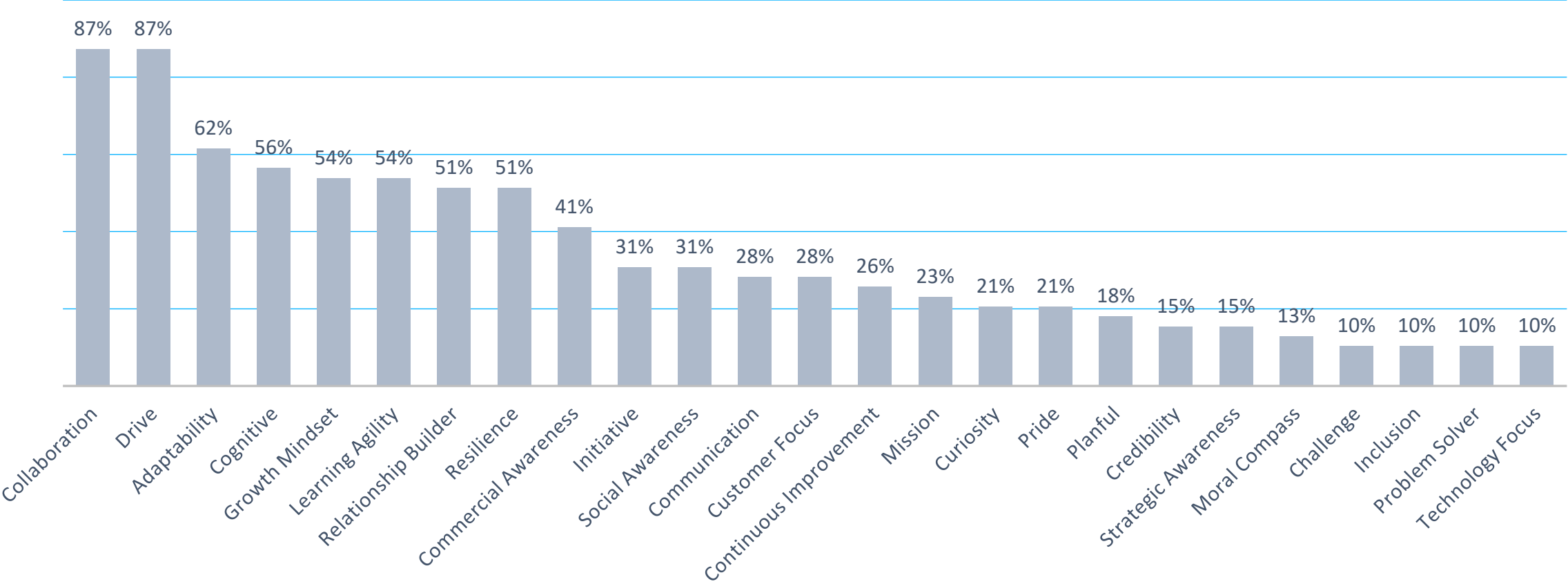
Accelerating
onboarding

Skills across a decade //

60+
organizations

15+
sectors

2m+
applicants



In Action

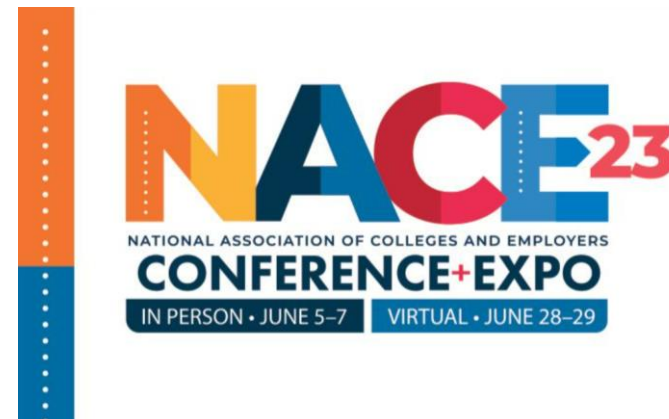
Latham & Watkins

Established a global assessment criteria that includes:

- Interviews with stakeholders
- Global survey of attorney's
- Academic research
- Focus groups and input from:
 - ✓ Recruitment Committee
 - ✓ Diversity Leadership Committee
 - ✓ Diversity Affinity Groups



See you there



Event Communications

Social



Roxanne Hori (She/Her) • 1st
Founder at Next Act Partners, LLC
6mo • 

I am excited to serve as the moderator for The Evolving Workplace Executive Breakfast Roundtable with @Bryan Quick, Talent Acquisition and Global Head of University Relations at @Abbott, @Maura Quinn, Vice President University, DEI & Talent Acquisition Programs @Liberty Mutual and @Nicky Garcea, Co-Founder and President of @Cappfinity. This roundtable is designed for talent leaders and is devoted to skills-based hiring and talent mobility. Please use this link to register






Evolving Workplace Breakfast Series

Email

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Join Us!



Bryan Quick, Talent Acquisition and Global Head of University Relations at Abbott

Maura Quinn, Vice President University, DEI & Talent Acquisition Programs at Liberty Mutual

Roxanne Hori, Founder of Next Act Partners & career coaching and leadership consultancy

You are invited to the **Evolving Workplace**, an exclusive executive roundtable series devoted to talent mobility and skills-based hiring. Join us to discover how talent leaders at EY are using virtual reality for talent attraction and Latham Watkins are using digital job simulations to recruit Gen Z talent.

But wait there's more: [Roxanne Hori](#), Founder of Next Act Partners a career coaching and leadership consultancy will moderate the roundtable discussion with [Bryan Quick](#), Talent Acquisition and Global Head of University Relations at Abbott, [Maura Quinn](#), Vice President University, DEI & Talent Acquisition Programs at Liberty Mutual, and [Nicky Garcea](#), Co-Founder and President of Cappfinity.


The **Evolving Workplace** is curated for talent leaders aiming to:

- Learn from peers across various industries.
- Enhance recruiting, hiring, and development within their organization.
- Reimagine early careers hiring talent pipeline.
- Design talent mobility processes.

Space is limited, register today!



[Secure Your Spot!](#)

Hosted by:



Nicky Garcea, Cappfinity President and Co-Founder

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Broadcast

Good Day Chicago Interview with Cappfinity Co-founder and President, Nicky Garcea

Companies are changing the way they hire; here's what job seekers should know...

President of Cappfinity, Nicky Garcea, says employers are seeking candidates with good behavior skills and how they would make you the ideal employee. Candidates can now rely more on interview technique and communication skills than entirely what's on their resumes.



FOX 32
6:23 62° M SUNNY 82° 6PM M SUNNY 81° FOX 32 SOUTH SUBURBS 10AM WEATHER P. HYUNDR



Cappfinity

www.cappfinity.com

