Candice M. Winter LLC

SPEAKER ONE-SHEET

A 45-MINUTE TALK FOR BUSINESS LEADERS

Your growth plan assumes people you haven't hired yet.

Is your hiring ready for what's next?

ABOUT THE TALK

Every growth plan counts on people who haven't been hired yet: the new sales team, the second shift, the leader for the new location. When hiring can't keep up, leaders get pulled into recruiting fires, agency spend climbs, and the plan slips. The usual fix is more recruiters or new software. It rarely works, because most hiring problems aren't recruiting problems.

In this practical, lightly interactive talk, Candice walks leaders through the Growth Readiness Health Check, her Five Pillars framework. Attendees score their own organization as she goes, see where hiring could hold their plan back, and leave with steps they can take the next Monday morning.

LEADERS WILL WALK AWAY WITH

1. **A quick read on their own hiring**
   Scored live across the Five Pillars, on a take-home scorecard.
2. **Where hiring problems really start**
   And why more recruiters or new tools rarely fix them.
3. **Three no-budget steps for Monday**
   Starting with one question every leadership team should agree on.

WHO IT'S FOR

Owners, CEOs, and leadership teams of growing organizations. A fit for chambers and business alliances, CEO and peer groups, industry associations, and leadership lunch-and-learns.

FORMAT

A 45-minute talk plus about 15 minutes of Q&A (about an hour in all). In person or on Microsoft Teams. Light interaction: a show of hands and a quick self-score.

PROVIDED

Slides and a one-page attendee scorecard (print-ready PDF, or Candice brings copies).

ROOM NEEDS

Screen or projector with HDMI, a clicker if available, and a microphone for rooms over 30.

TRAVEL

In-person events more than 90 miles from Monroe County, Michigan: travel billed at actual cost, agreed in advance.



CANDICE M. WINTER

Founder, Candice M. Winter LLC · Fractional Talent Acquisition Executive & Advisor

Candice has spent 20+ years leading Talent Acquisition, from growing companies to global enterprises including IBM and NTT DATA. She has built hiring functions from scratch, led them through a divestiture and two integrations, and now helps growing organizations make hiring ready for what the business expects next.

20+	$700K	50–21K	Global	3
Years leading Talent Acquisition	Agency spend saved in one year	Annual hires led, growing companies to global enterprises	Hiring led across the Americas, Europe, MEA, and APAC	Ownership transitions: 1 divestiture and 2 integrations

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Tell me about your audience and date. I'll tailor the examples to your group.

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candicemwinter.com contact@candicemwinter.com 734-597-1295