



Alanah
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Next-Gen Thought Leader,
Speaker, & Podcast Host

As someone who came from outside of financial services, I am keenly aware of **why** next-gen talent is not interested in our industry. With this insight, I've developed strategies for recruiting and hiring next-gen folks that address these issues at the start. Those strategies work and I can teach you how to use them effectively to unlock the future success of your business.

There are two recruiting challenges inherent to our industry that I am determined to help fix. For those outside it, there is a PR problem based on a number of misconceptions. And internally, there is a 'we've always done it this way' attitude that is discouraging innovative, and talented next-gen hires.

Many advisors are not ready for what it will take to prepare their practices for next-gen talent and they often feel lost when it comes to hiring, training, and retaining this up-and-coming group. But, finding the next advisor for your team is crucial and imminent. I'm here to help!

With 10+ years of hiring, training, and development experience, and 6+ years consulting with advisor teams as an advocate, you want me involved in helping you level-up with your next advisor hire. Check out my signature presentations below!

12K
LINKEDIN
FOLLOWERS

10+
YEARS OF
HIRING AND
TRAINING

100+
NEXT-GEN
HIRES

NEXT-GEN ADVISORS ARE THE KEY TO YOUR FINANCIAL FUTURE AND SUCCESS



Most think that finding next-gen talent for their team is like finding a unicorn. But, just like attracting a romantic partner, the majority of the work you need to do is actually on YOU. If you prepare your practice to be a magical place- you will attract unicorns and increase the value and success of your business. This involves a deeper dive into 3 key areas

- How to hire differently
- How to train differently
- How to lead differently

Via stories and examples in these key areas of what has worked, you will walk away with a better understanding of how to change the methods you may be using to hire, train, and lead. This timely insight will help you attract and retain incredible next-gen talent leading to a more valuable practice.



BUILDING CAREER MODELS THAT ATTRACT AND RETAIN NEXT-GEN TALENT

Historically, our industry has only brought on new advisors through one method- a high risk, high reward option that involves "eating what you kill". In order to attract and retain next gen talent this presentation teaches you about the advisor risk tolerance spectrum and examines a number of ways you can build out career path models that match the risk tolerance and goals of the talent you wish to attract and retain.

You'll walk away with a great visual tool to use in recruiting conversations and ideas around how to increase the likelihood of success with any next gen advisor candidates you ultimately decide to hire.

Get in touch!

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