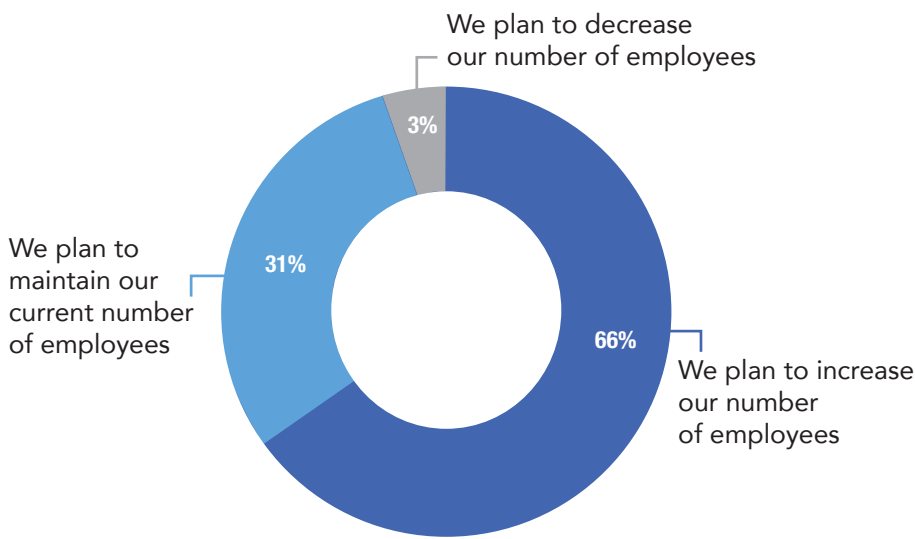


The 2024 CEO Talent Study provides insights into the challenges CEOs, Presidents, and Founders face in talent recruitment and retention. The study reveals a *bullish* hiring outlook despite challenging macro-economics, rapidly shifting work models, and persistent recruitment challenges.

Following are **Key Takeaways:**

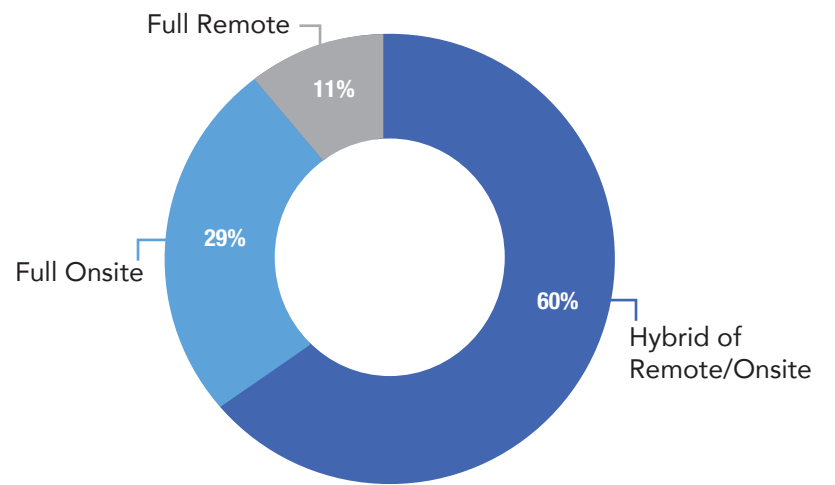
Bullish Hiring Outlook

66% of respondents plan to increase their workforce in the next 12 months, while only 3% plan decreases, and 31% expect to maintain their current employee levels, demonstrating confidence despite challenging macro-economics.



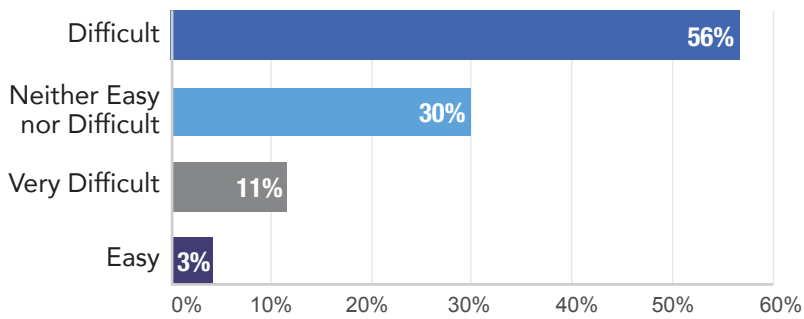
Hybrid Work Shifts to Onsite

A majority 60% of CEOs favor a Hybrid approach, while a significant 29% plan transitions to full Onsite, and only 11% plan full Remote work reinforcing return to office (RTO) initiatives.



Recruitment Challenges for 67%

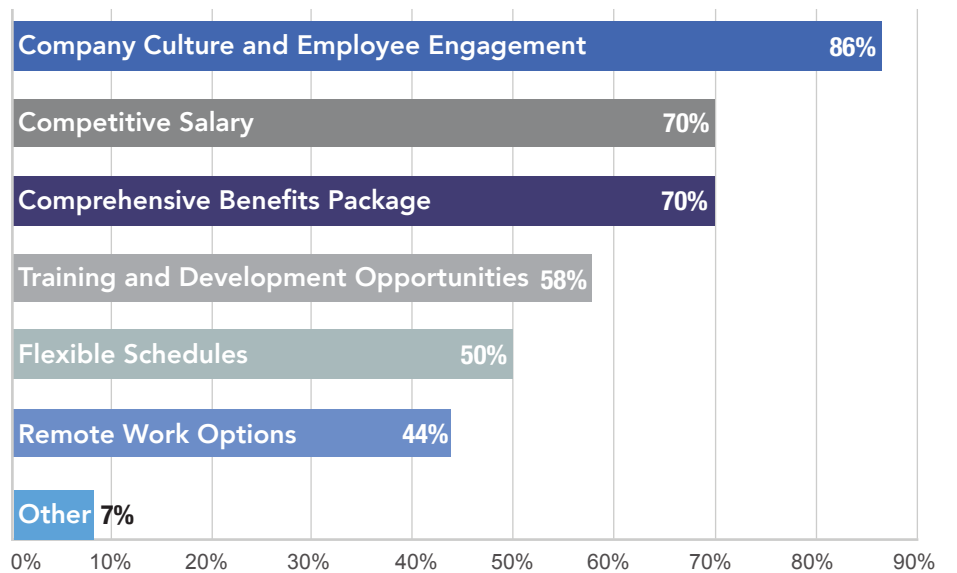
Over half (56%) of CEOs find recruiting talent difficult or very difficult (11%), citing a combination of skill shortages and increasing competition for top candidates.



67% Difficult/Very Difficult vs. **3%** Easy

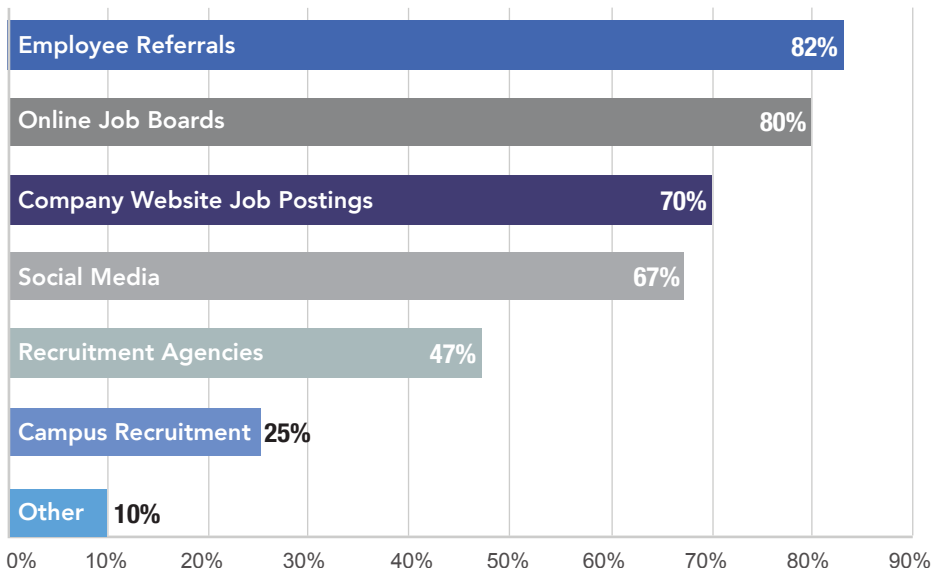
Recruitment and Retention Focus

A leading 86% use Company Culture and Employee Engagement for talent recruitment and retention, followed by Competitive Salary and Comprehensive Benefits Packages (tied at 70% each), Training and Development (58%), Flexible Schedules (50%), and Remote Work Options at 44%.



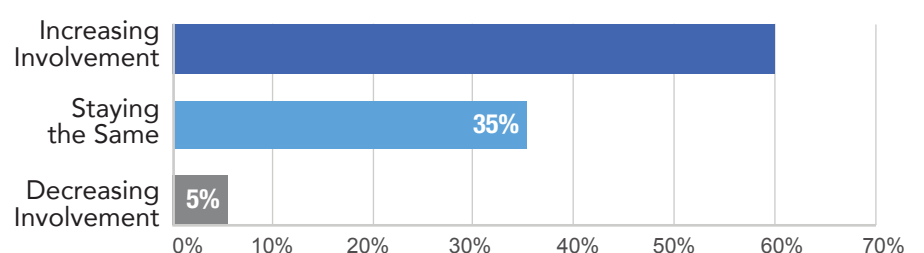
Top Talent Recruitment Tools

Most respondents use multiple strategies and tools for talent recruitment led by Employee Referrals (82%), closely followed by Online Job Boards (80%), Company Website Job postings at 70%, Social Media (67%), Recruitment Agencies (47%), and Campus Recruitment (25%).



CEO/Presidents Roles Shifting to Talent Management

A majority **60%** of executive respondents expect increased involvement in talent and Human Resources, with **35%** maintaining past levels, and only **5%** expecting decreased involvement.



Visit: www.ChiefExecutivesCouncil.org

View the complete study report [here](#).