



**The Human Factor:**  
***Attracting, Hiring, and retaining***  
***High Quality Financial Managers***

**Description**

With growing demand for financial management personnel, competition to find, attract, and hire talented staff is becoming fierce. This session will explore best practices to help government agencies improve their odds of hiring and retaining quality staff.

**Moderator**

**Dianne Guensberg** ([bio](#)), Assistant Director, FMA, GAO

**Panelists**

**Carolyn Taylor**, Chief Human Capital Officer, GAO

**Kimberly A. Holden** ([bio](#)), Deputy Associate Director for Recruitment and Hiring OPM



## **Dianne D. Guensberg, CPA**

Ms. Guensberg is an Assistant Director for the Financial Management and Assurance Team of the United States Government Accountability Office. In this capacity, she leads the audit of the Schedule of Federal Debt. She also is GAO's liaison to the U.S. Joint Financial Management Improvement Project and leads the teams recruiting efforts.

She has also managed GAO's work on financial management issues at the Department of Defense, Department of State, and the United States Agency for International Development. She led GAO's financial statement audits of the Internal Revenue Service, U.S. Air Force and Customs Service, as well as several federal pension plans.

She served as a professional staff member for the House Committee on Government Reform, Subcommittees on Government Management, Information and Technology, and Government Efficiency, Financial Management, and Intergovernmental Relations, and for the Senate Committee on Homeland Security and Governmental Affairs, Subcommittee on Financial Management, the Budget and International Security, while on detail from GAO. In this capacity, she was primarily responsible for the oversight of financial management issues.

Ms. Guensberg also served as a member of the Federal Accounting Standards Board's Cost Management Standards Task Force that developed the Managerial Cost Accounting Standards for the federal government. She is a member of Northern Illinois University's Accountancy Executive Advisory Council. She served as a member of George Mason University's School of Management Employer Advisory Council. She is also a Board Member of Karin's Florist in Vienna, Virginia.

Ms. Guensberg is a graduate of George Mason University with a B.S. in Accounting. She is a Certified Public Accountant, Chartered Global Management Accountant, and Certified Government Financial Manager. She is a member of the American Institute of CPAs, Virginia Society of CPAs, and Association of Government Accountants.