



BPCC

NEW ORLEANS



June 2nd - 5th, 2024



New Orleans, US

Attracting and Retaining Top Proposal Talent in a Post-Pandemic Era: Strategies for Success

Why and why now?

**What can you expect
from this session?**

Meet our panel



Moderator

Steven Coles

Senior Customer
Success Manager at
Upland Qvidian



Panelist

Erin Andersen

Vice President,
Medicaid Proposals
at Aetna



Panelist

David Gray

Bid Excellence Director
at Mitie



Panelist

Ceri Mescall

Managing Director at
Strategic Proposals
Canada

**How have you seen the
employment landscape
shift over the last four
years?**

**How do you intentionally
design a proposal
function?**

**How can you/your
organization make a
great first impression
with candidates?**

**How can you set new
joiners up for success in
their first 100 days?**

Top takeaways



Q&A

Session Feedback



- [My Proposal Coach](#)
- [Glassdoor](#)
- [Fishbowl](#)
- [APMP Official Discussion Group \(LinkedIn\)](#)
- [Loopio Response Insiders](#)
- [Role model, mentor, coach, sponsor \(Forbes article\)](#)
- [The First 90 Days book](#)
- [Project Management Institute PMP Training](#)
- [Six Sigma Certifications Training](#)
- [DiSC profile, four behavior styles](#)
- [CliftonStrengths Assessment](#)
- [Bidding Quarterly 17 – Industrial Evolution](#)



Erin Andersen
Denver, CO

A few of my favorite things....



Skiing – learned how to ski at 27 on Midwest hills!



Hiking – I've hiked 14 14ers (14k+' mountains) to date

Months or Years at Aetna:

18 months (joined Nov. '22)

Education/Professional Background:

20 years in Proposals this Fall – started as a proposal writer in '04, leading large teams the past decade+. APMP promoter/award winner and culture champion.

- Bachelor of Arts, Communications | Trinity International University
- Master of Arts, Journalism and Mass Communication | University of Nebraska-Lincoln

3 Words That Best Describe Me:

Purposeful, bold, authentic

I describe my life outside of work as...

Mountain-filled: I love hiking, biking, off-roading (navigator), backcountry camping and skiing with my spouse, the Yeti. Nature inspires me and the Rockies still fill me with awe, 11+ years later in CO.

I can help the team by offering my super powers...

Presenting, negotiating, making the impossible possible, empowering people

Netflix, Movie, Shows, or Book Recommendations are...

Shows: Only Murders in the Building, The Bear, Breaking Bad

Books (non-fiction): DocSusie, The Leadership Challenge, I Hauled These Mountains in Here; especially enjoy historic books about places I've been – it really brings them to life