



# Ronnie Sloan

President  
Fair, Anderson & Langerman  
Las Vegas, NV

**Number of Employees:** 23  
**Years in Nevada:** 44  
**Years with Company:** 10

## QA

### **How do you encourage growth and development within your company?**

The most important thing is to know your people. We have taken the time at FAL to know and understand our staff. We know what inspires them and what their innate talents and skills are—we focus our development energies there. We are also careful not to pigeon hole people based on years of experience. Instead we concentrate on who they are and where they want to go, and then create opportunities for them to succeed.

### **What is the biggest challenge your industry is facing?**

Audit compliance requirements are constantly changing; staying compliant typically means more steps in the audit process which can be quite costly. The challenge then becomes how we implement these changes with minimal to no new fees for our clients.

### **If you could say one thing to the next generation, what would it be?**

Know thyself. Emotional intelligence will set you apart from the rest.

### **If you were stranded on an island and could only have one possession, what would it be?**

It wouldn't be a possession, rather it would be the one thing that keeps me going everyday, and that is the knowledge that I am never alone. We hear all the time that we come in alone and we leave alone, but in reality God never leaves us stranded.

### **What do you anticipate for the future of business in Nevada?**

We are still tourism driven so in a recession we'll lag the national economy. Tourism has to be revitalized before we see an upswing.

### **Describe your leadership style.**

I am very intuitive and I have a great deal of empathy for others. However, I am also very direct and people always know where they stand with me. Albeit painful, I believe the truth is a key component in helping people understand where they need to progress.

### **What values do you hope to pass on to your employees?**

Accountants typically have an innate drive to be perfect. What I hope they learn to value at FAL is that perfection isn't the goal, excellence is.