



Talent

# How Corient Helped an Accounting Firm Resolve Talent Shortage

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## Introduction

A medium-sized accounting firm in the UK was facing a severe talent shortage, which affected its ability to provide high-quality services to clients. The firm, known for its personalised accounting and advisory services, needed help to meet client expectations while managing internal resources. Corient stepped in with a tailored solution, allowing the firm to enhance its service offerings and focus on high-level advisory work.

## The Problem?

- **Talent Shortage:** The firm faced difficulties in recruiting and retaining qualified accountants.
- **Resource Overload:** Internal teams were stretched thin, leaving limited capacity for high-value client engagements.
- **Operational Bottlenecks:** Managing and training new hires consumed time that could otherwise be spent on client-focused services.

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The best accountants  
are the architects of  
financial legacies.

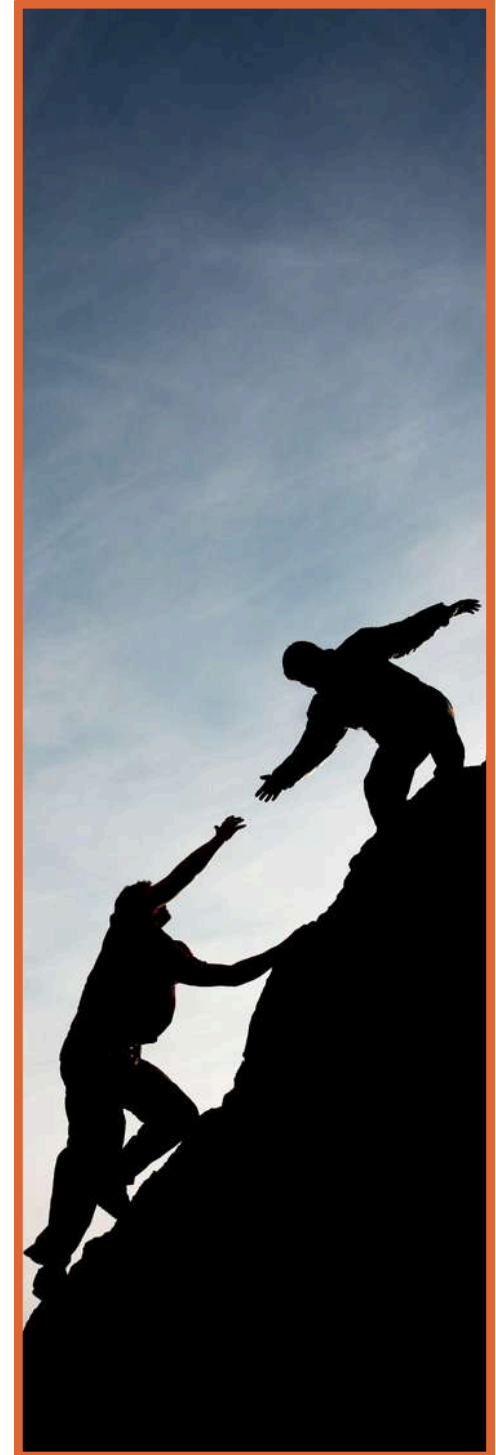
– Laura Anderson  
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## Corient Solution

- **Understanding Business Needs:** Conducted in-depth discussions to understand the firm's unique requirements, scope of work, and client expectations. Identified specific skill sets needed to support the firm's accounting functions.
- **Deploying Skilled Resources:** Deployed a team of qualified accounting professionals with expertise in UK compliance and proficiency in various accounting software. Ensured seamless integration of our team into the firm's existing processes.
- **Handling Core Accounting Functions:** Took over routine tasks like bookkeeping, ledger management, reconciliations, and payroll. Allowed the firm's internal team to focus on strategic advisory services rather than operational tasks.
- **Resource Management Support:** Assumed responsibility for staffing needs, alleviating the firm's burden of hiring, training, and managing internal staff. We have provided experienced professionals ready to handle accounting tasks as required.

## Challenges Faced

- **Initial Integration:** Align Corient's team with the accounting firm's processes and compliance requirements and ensure seamless communication and workflow between Corient and the internal team.



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Behind every good  
business is a great  
accountant.

– Anonymous  
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- **Resource Matching:** Finding professionals with the right expertise to match the firm's requirements. Managing changes in staffing needs during peak periods.

## Overcoming the Challenges

- **Customised Training Programs:** Trained Corient's team extensively on the firm's processes and compliance needs, ensuring a smooth transition and integration. Set up regular touchpoints to address any challenges promptly.
- **Proactive Resource Allocation:** Quickly deployed additional resources during peak times to manage the increased workload. Maintained flexibility to scale resources up or down based on the firm's needs.

## Result Achieved

- **Increased Capacity for Advisory Work:** Freed up internal resources to focus on high-value advisory services, strengthening client relationships. Enhanced the firm's reputation as a strategic consultant rather than just an accounting service provider.
- **Cost Efficiency:** The reduced costs associated with recruitment, training, and retaining in-house staff enabled the firm to invest savings in expanding its advisory services.



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– Anonymous  
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- **Improved Operational Efficiency:** Alleviated internal staff workload, reducing stress and increasing productivity. Achieved faster turnaround times for routine accounting tasks.
- **Enhanced Client Relationships:** Enabled the firm to dedicate more time to client engagements, improving client satisfaction and loyalty. Helped secure long-term business growth through consistent service excellence.

## Conclusion

Corient's customised solution successfully addressed the accounting firm's talent shortage, improved operational efficiency, and enabled the firm to focus on its core competencies. By taking over routine accounting tasks, Corient allowed the firm to strengthen client relationships, enhance service offerings, and achieve sustainable business growth. Our dedicated support ensured that the firm could deliver exceptional advisory services, cementing its position as a trusted advisor to its clients.



**The road to success and the road to failure  
are almost exactly the same.**

– Colin R. Davis

