

# Maximize your staff's talent

Hiring new staff accountants can be challenging. On top of the labor shortage, recruiting new staff adds overhead costs and absorbs time. So how can you make the most of your talent at hand?

## Identifying skill gaps

Identifying skill gaps can help you understand where to deploy employees. Here's how you can approach assessing the skills of your staff:

- ✓ **Performance reviews:** Conduct regular performance reviews to assess individual strengths and weaknesses. Identify areas where employees may need more training or development.
- ✓ **Skills audits:** Use surveys, questionnaires, or skills assessments to gauge skill levels across your staff.
- ✓ **Project observations:** Observe your staff as they complete projects. Use this time to identify areas where they struggle or excel. This approach can provide valuable insights into practical applications and potential gaps.
- ✓ **Industry trends:** Stay in the loop. Study emerging trends and technological advancements in the industry. This will help you expect future skill requirements and invest in training programs to prepare your staff.

## Delegation: Where, when, how

Effective task delegation is crucial for optimizing talent deployment. Identify routine tasks for automation. Provide clear instructions, track progress, and offer support. This approach frees up your staff for high-value activities, enhances employee engagement, and improves efficiency.

## Outsource where possible

Outsourcing non-essential tasks like bookkeeping and tax return preparation can free up your firm's staff to focus on value-added services. By partnering with a reputable outsourcing provider like Taxfyle, you can gain access to a pool of experienced and qualified Pros.