



LOCAL ACCOUNTING FIRM REVERSED THE REVOLVING DOOR

How they saved over £500,000 and Cultivated
a Thriving Accounting Firm



Problem

Our young, bright-eyed graduates were leaving their desks faster than we could fill them. We had six resignations in six months which left us with a huge hole in our workforce, decreasing morale, and increasing stress. The financial and emotional toll was undeniable.

Transformation

We knew throwing money at the problem wouldn't solve it. Instead, we invested in Nova's advice from the audit realising we were investing in our people. Leaders, managers and their teams received group coaching to hone their communication and positive intelligence skills, fostering healthy team dynamics. Our graduates weren't just numbers anymore; they were valued individuals with aspirations.

Solution

Instead of being reactive and waiting until the exit interview for future resignations, we dug deeper. We asked the Nova Associates team of People Continuity Experts to conduct confidential staff retention audits. These unveiled the hidden problems:

1. disconnect between teams, 2. ineffective management and leadership leading to a negative culture. 3. lack of support with career development opportunities.

Outcome

The results were nothing short of amazing. Relationships have grown in a truly positive way. We see the energy in individual conversations as well as when we are all together, enabling increased productivity. Our once-revolving door closed, with staff turnover slashing by 75%. This saved us a staggering £100,000+ per retained employee, proving that investing in your people is the smartest investment you can make. The financial savings were significant, but the true victory lies in our transformed culture. We now have a vibrant, engaged team brimming with talent and potential. And that, for us, is priceless.

Key Takeaways

Listening to our employees is critical to understanding their needs and frustrations. Investing in leadership and team development creates a ripple effect of positive change. Prioritising employee well-being and career growth yields sustainable success. Are you facing a similar challenge? Contact Clare Davis and her team of People Continuity Experts today and to unlock the potential of your people.



At Nova Associates, we're more than consultants; we're your partners in creating a stable, thriving workplace. With years of experience and a track record of success, we've helped leaders like you transform their teams, reduce turnover, and build a culture of loyalty and engagement.

CONTACT US

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