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Work/Life Issues: How the PCPS Human Capital Center Can Help

Busy season is a demanding time for all firm members, one that can leave some staff wondering if public accounting is right for them. The staffing crisis that has affected the profession for many years may be easing as a result of the economic downturn, but it is always in every firm's interest to hold on to the most talented professionals. That's why it's important for firms to take proactive steps to address the stress and work/life balance issues associated with the profession.

PCPS members have exclusive access to free resources that can help. Here's a review of some of the tools available in the [PCPS Human Capital Center](#).

Quick Links:

- [!\[\]\(f2fdbbba686c1099e6b2b8779766e2d3_img.jpg\) **Work/life Retention Action Plan**](#)
- [!\[\]\(b3cfbfd04368a71f4c64e073908d25d7_img.jpg\) **Managing Flexible Work Arrangements**](#)
- [!\[\]\(4f8bc95274d4d489592709b569351eb7_img.jpg\) **The PCPS Top Talent Study**](#)
- [!\[\]\(68986557a06757f8727dab2acf01c000_img.jpg\) **Guide to Building a Successful Off-Ramping Program**](#)
- [!\[\]\(3bbb1d3234ca5d7e3145ce1334035a2b_img.jpg\) **Next Generation Firm Implementation Action Plan**](#)
- [!\[\]\(d654786d397f9e11efa637705495f10d_img.jpg\) **Understanding Generation Gaps at Work**](#)
- [!\[\]\(512e72ee2012521f6855ce44b3a4527a_img.jpg\) **Video of Practitioners Symposium keynote speech**](#)

Work/life Retention Action Plan

Work/life Retention Action Plan. This easy-to-use reference serves as an excellent starting point or checkup for your firm's efforts to address work/life balance issues. It lists the steps in a workable plan along with the related resources that PCPS members can find in the PCPS Human Capital Center. It's the second tool you'll see [here](#) under the Tools section.

[Back to Top](#)

Managing Flexible Work Arrangements

Managing Flexible Work Arrangements. Many young people have come to expect work accommodations that will enable them to maintain fulfilling personal lives. A section on the PCPS Human Capital Center covers all the nuts and bolts of flexible work arrangements, including eligibility, the application process, promotion and career advancement, restructuring job requirements, supervision, travel and other potentially challenging subjects. [Find it here.](#)

[Back to Top](#)

The PCPS Top Talent Study

The PCPS Top Talent Study. The best way to identify the needs of promising young staff members is to ask about them. The landmark PCPS Top Talent Study did just that, surveying young CPAs to discern their expectations and attitudes about career and personal life. To provide members with practical information on what the survey found and what it means for their firms, PCPS created "The PCPS Top Talent Study" booklet. This award-winning publication can be found [here](#).

[Back to Top](#)

Guide to Building a Successful Off-Ramping Program

Guide to Building a Successful Off-Ramping Program. Many professionals — both women and, increasingly, men — decide to cut back on work at various times in their lives to focus on the needs of children or aging parents or other responsibilities, a trend referred to as "off-ramping." This hands-on guide discusses the business case for off-ramping and offers six practical ideas for making it work. [Click here.](#)

[Back to Top](#)

Next Generation Firm Implementation Action Plan

Next Generation Firm Implementation Action Plan. This checklist details the steps needed to transform your practice into a “next generation” firm, one that is in tune with the expectations of bright young professionals, making it possible to outperform competitors and become a great place to work. It includes information on PCPS resources that can help achieve each step.

[Find it here](#) under the Tools section.

[Back to Top](#)

Understanding Generation Gaps at Work

Understanding Generation Gaps at Work. This informative resource discusses the differences among the four very different generations now in the workplace, their expectations and the most effective ways to bridge the gaps. [Find it here](#).

[Back to Top](#)

Video of Practitioners Symposium keynote speech

Video of Practitioners Symposium keynote speech. Much of the material in the Generation/Diversity Integration section of the PCPS Human Capital Center was supplied by Next Generation Consulting, a firm that focuses on generational issues. To inspire internal firm efforts, the section includes the keynote speech given by Next Generation founder Rebecca Ryan at Practitioners Symposium [click here](#).

These are just a few of the resources available in the Work/Life and Retention and Generation/Diversity Integration sections of the PCPS Human Capital Center that can help firms address some of the problems associated with the demands of the profession. Of course, the Center includes many other sections that can make it easier to maintain an excellent work environment and find the best people for your practice, including sections on Organizational Structure and Governance, Team Recruitment, Orientation/Assimilation, Performance Management, Team Development and Strategy and Planning. All of the tools in these sections are free to PCPS members. Don't miss out on resources that help enhance your practice and make staffing issues easier to handle.

In addition, don't forget Seasonality Success, *Winning Strategies for Profitable Firms*, the quarterly PCPS newsletter dedicated to helping members make the most of busy season. The Winter 2009 issue focuses on the troubled economy, including an article on responding to staff questions and concerns. Each edition features advice on staffing considerations. [Find the current issue here](#).

[Back to Top](#)

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