



SDSU Student Accounting Society

[Grant Thornton: Mastering the New Hire Experience]

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Presenters:

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Presentation:

- Overview
 - \$5.72 bn. 2019 Total global revenue (USD)
 - Just under 60 offices in America
 - 135+ countries
 - 56,000+ total Grant Thornton people
 - Multinational clients
 - Where are clients are, we have an office
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- Service Line Offering
 - Audit
 - Provisions
 - Work with GT Tax department
 - Make sure financial statements are fair
 - Lots of variety on financial statements
 - Government standards are met
 - Compliance audit
 - Financial statement audit
 - See all sides of business
 - One client at a time
 - Tax
 - Corporate tax
 - State and local tax
 - Compliance
 - Consulting
 - Provisions
 - More of a blended rule
 - Can be in compliance and consulting simultaneously
 - Can see the value you give
 - Advisory
 - Public Sector

- A multi-disciplinary firm focused on distinct, but complementary and inter-related businesses
- Interdependence
- Share work and opportunities
- Grant Thornton difference
 - Variety of client engagements
 - Diverse
 - Manufacturing, financial services, not-for-profit
 - Care about which service lines you are interested in
 - Saw what was most enjoyable
 - Community involvement is high
 - Community projects
 - Lots of personal connections
 - Not huge clients
 - Growing as a business
 - Rely on the accountant
 - Tons of different clients in tons of different industries
 - Really get into industry
 - Allow you to choose your path/specialty/interests
 - Request work you want
 - Encouraged
 - All sorts of things worked on at start of career
 - Career development
 - Allow you to choose your path/specialty/interests
 - Request work you want
 - Encouraged
 - CLEARRly1 culture
 - The people are awesome
 - Culture has evolved
 - Monthly culture conversations
 - Implement and strategize with cultures
 - Firm invests heavily in culture
 - Get to know everyone
 - Meet your peers
 - Know your peers personally
 - Really proud of Grant Thornton culture
 - Know what CLEARRly is
 - C --
 - L --
 - E --
 - A --
 - R --
 - R --

- Business resource groups
- Community involvement
- International secondments
- Mastering the New Hire Experience
 - First few days and weeks
 - Orientation
 - Interns and First-years get treated the same as full-timers
 - Get pulled in early to start
 - Meet other people in other offices
 - Adjustment to work life and work day
 - Get used to work
 - Total different experience
 - Tax is in same place
 - Audit travels more (pre-COVID)
 - Training
 - We're not going to grill you on knowledge
 - Continual training
 - Continual learning
 - Programs for people to hit the ground running
 - New living situation
 - Commute
 - Bed/office/couch
 - San Diego commute
 - Not clock in/clock out people
 - Own your work
 - No holepunching
 - Meeting new coworkers
 - Meet people who are you are interested in
 - Same interests
 - Informal happy hours
 - Buddy program
 - Go out and have lunch
 - Not like a new person
 - Social life (not all about work)
 - Informal happy hours
 - Practical first steps
 - Figure out the way "we do things around here"
 - Learning the 20 square feet
 - Not just sit down and grind
 - Bring your whole self to work
 - Learn the way things work
 - Working hours (structure, flexibility)
 - Respectful of life outside of work

- Communicate, communicate, communicate
 - Coworkers more in the know and you fit in better
- Incorporate outside of work stuff into work
- Lunch break
 - Can be used to network
- Time off/leave
 - Flexible time off
 - Know your work
 - Never had one time off request denied
- Familiarize yourself with the facilities
 - Equipment/technology
 - One credit Excel class
 - Cheat sheets for improvement
 - Buddy assigned
 - Ask them a lot
 - Building/security access
 - Buddy assigned
 - Rely on them a lot
 - More rewarding time-off
 - What's in the neighborhood
- Expectations
 - Make an effort to learn about
 - Organizational structure
 - Get an overview
 - Career path and opportunities
 - Public accounting hierarchy
 - Lots of opportunities
 - Long-term, where do you see yourself and how will you get there
 - Evaluation and review systems
 - Evaluating our staff
 - Formal system for tax and audit
 - Quarterly and annual benchmarks
 - Initiative needed for reviews
 - Professional development opportunities
 - Work with others to get professional development opportunities you are seeking
 - Super supportive on getting the work you want
 - Get to know your bosses and co-workers
 - Team members
 - Reach out to people
 - Be proactive
 - Communicate, communicate, communicate

- Tell your availability
 - Collaboration is key
 - Frequent touchpoints
 - Buddy/Mentor
 - Go-to person
 - Slightly ahead of you?
 - Getting access to team space
 - Help me, I'm lost
 - Day-to-day questions
 - Mentor/Career Coach
 - Get appraisal of your condition
 - Set up for success
 - Direct supervisor
 - Check in with you
 - Laid back office
 - Approachable and reachable
 - PPMs
 - Check in with you
 - Laid back office
 - Approachable and reachable
- Creating a positive impressions
 - Contribute and be helpful
 - Help when you can
 - Be a team player
 - Work on same job together
 - Seek out extra responsibility
 - May not be able
 - Pick up other small tasks
 - Be humble. Show gratitude.
 - Hotshot mentality not advised here
 - Thank people for opportunity
 - Ask questions
 - Show gratitude
 - Meet productivity targets/budget
 - Do not go over budget
 - Ask how long an assignment should take
 - Ask if I'm doing it right
- Personal brand
 - Treat people with respect regardless
 - Showcase a good work ethic
 - Put in time and effort
 - Follow your moral and ethical code
 - Treat each other respectfully

- Accommodate each other
- Hold yourself accountable for mistakes
 - Own up and apologize
 - Take notes
- Follow through on what you say you'll do
 - Do what you say you'll do
 - Write down what you promise to do
- Be consistent
 - Be good on all days
 - Always working hard and trying your best
- "Wow, I'd love to work with that person again."
 - Check up on people
 - Don't immediately ask for help

Questions:

- Aaron James - (to Michael) - Certifications for International Tax?
 - Lawyers and CPAs
 - CPA with Masters in Taxation
 - Work with JD people
 - Get that CPA
 - CPA is general requirement
 - Look into Masters program or JD

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