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The Barringtons Group, with offices in Staffordshire and North Shropshire, comprises Chartered Accountants, Business Consultants, Outsourcing, Chartered Tax Advisors, Financial Guidance Specialists, IT Specialists and Licensed Insolvency Practitioners.

This range of provision enables Barringtons to provide customers with a full range of professional services that will maximize their profits, minimize tax, plan for future success and succession and even deal with business failure.

Barrington's progressive approach has led to consistent growth in several areas - the number of clients they serve, the breadth of services they offer as well as the high levels of satisfaction that clients enjoy and the geographical area they serve. With experience in an increasingly wide range of manufacturing and commercial activities, from sole traders and professional partnerships to large limited companies, Barringtons provides a strong team and delivers a comprehensive service.

They are also founding members of the Added Value Network, the largest independent network of accountants in the UK and members of 2020 Consultancy Group, Marketing, Management and Strategy consultants. They have approximately 50 staff based over 3 offices.

The Challenge

Barringtons wanted a screening tool as well as an interview tool that would assist in identifying the soft skills of potential candidates.

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The Solution

Barringtons uses Thomas' Personal Profile Analysis (PPA) as a tool to help with their recruitment process as well Thomas' Team Audit for team building and development.

“We shortlist our candidates then ask them to complete the profile in advance of the first interview. Although each position has job specific qualifications and experience requirements, Thomas' Personal Profile Analysis (PPA) enables us to probe more thoroughly at the interview having identified areas of potential limitation.”

Barringtons also profiled their senior team and conducted a Team Audit. A Team Audit allows an organization to identify the actual team culture, assess the team members, and provide a gap analysis in terms of behavioral and role shortfall.

“Profiling the senior team allowed them to see exactly what the PPA was all about and the information it provided. Once they understood their profiles they were able to talk much more openly to one another about their preferred work style and how it impacted those around them. It also demonstrated how we could use the PPA to move the firm forward to maximize the effectiveness of our team members.”

“We routinely profile team members who express dissatisfaction with an aspect of their job but who often find it hard to pinpoint the difficulty. Using Thomas' PPA to profile them confirms their strengths and areas of limitation while providing essential insight into how to most effectively optimize individual performance. Sometimes this can be achieved by changing some aspect of their work. The PPA has enabled us to restructure some roles to be more behaviorally suited to the individual's working strengths resulting in greater job satisfaction, motivation and increased productivity.”

Thomas International Case Study: Barringtons

The Result

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CONTACT

Kate Kerr
kathryn@thomas.co.uk
+ 44.1628.475.366

ABOUT THOMAS INTERNATIONAL

For over 25 years, Thomas International has been a global leader in the provision of on-demand behavioral assessments and reporting used to recruit, develop and retain top talent.

Thomas International has a presence in 60 countries and availability in over 56 languages. More than a million Thomas International software-as-a-service (SaaS) delivered assessments are completed each year.