

Gatto Associates CPA/CA Assessments

Strengthening firms through skills discovery and development

Gatto Associates assessments for CPAs/CAs allow the members of a firm become more effective in their workplaces by gaining a better understanding of themselves and their colleagues. These evaluation tools give employees at all levels within the firm the opportunity to identify their areas of strength as well as target areas for development. Gatto Associates can then customize training programs to meet the needs of the firm based on the results of the assessments. Not only can our industry specific assessments help firms discover the strengths and talents of their CPA/CAs in order to identify potential leaders, but the information can provide a framework from which to build niches within a firm based on the skills and interests of a well rounded accounting team. Utilizing Gatto Associates assessments result in strengthening your firm and, as a result, increasing your client base.

- **Anatomy of a CPA (On-line)** - This evaluation tool is for CPAs and is based on 17 dimensions that have been identified by our research as key performance indicators. This is a 360° report in which the partner receives feedback from manager(s), peers, and direct reports.
- **Partner Evaluation (On-line)** - This 360° evaluation utilizes 14 key measurements based on partner level performance within a firm. The feedback is given by other partners as well as all of his or her direct reports. This assessment is an upward evaluation and peer review.
- **Organizational Assessment for CPA Firms (On-line)** - This assessment is based on key performance indicators for the CPA firm to achieve an organizational fitness. It identifies organizational culture and style in order to help people within the firm work together more effectively. Includes respondents' written comments and a business action strategy, recommendations, and next-step actions.

Call Gatto Associates at (412)344-2277 to request sample assessments for your firm.