

ICAJ Webinar Preparation and Practice: A Roadmap to Development

How to Build Scalable and Sustainable SMPs

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Today's Objectives

Insights and best practices for growth and longevity in Small and Medium Practices



Explore

Strategies for scaling SMPs



Connect

With practitioners at all stages



Equip

With practical tools for growth



Why Scalability Matters

Scalability

Expand services without compromising quality

Sustainability

Ensure long-term viability through planning

Relevance

Adapt to tech, regulations, and client needs

Core Elements of Success

Strategic Planning
Clear vision and roadmap

Succession Planning
Leadership transitions

Risk Management
Mitigate potential risks

Financial Management
Ensure profitability



Efficient Systems
Standardized procedures

Talent Management
Skilled professionals

Client Relationships
Strong partnerships

Technology
Digital efficiency



Strategic Planning for Growth

Define Your Niche

Identify specializations to differentiate

Set Clear Objectives

Establish measurable goals

Monitor Progress

Review performance and adjust

Efficient Systems and Processes

Standard Operating Procedures

Document workflows for consistency

Quality Control

Establish review mechanisms

Technology Utilization

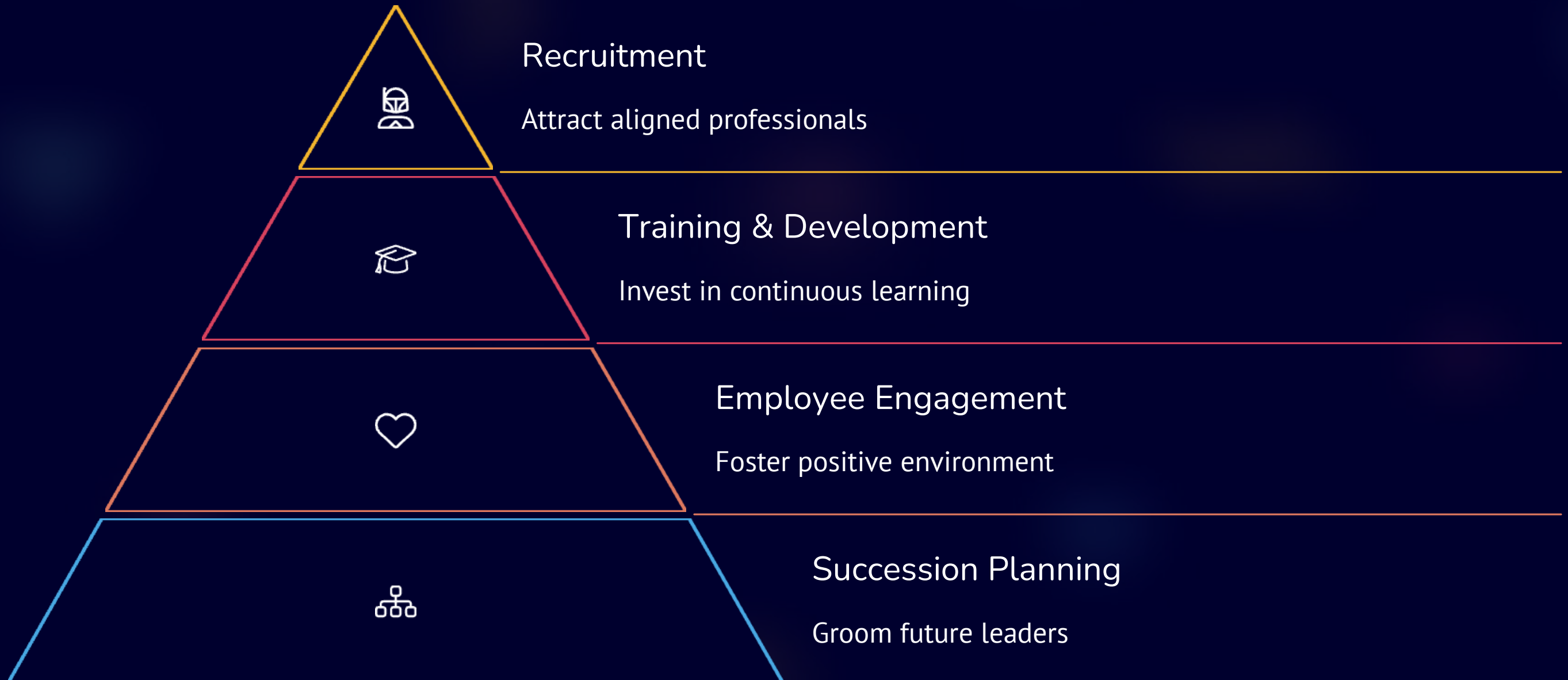
Adopt software for automation

Continuous Improvement

Regularly refine for efficiency



Talent Management Strategies





Building Client Relationships



Understand
Needs

Regular
communication



Value-Added
Services

Beyond traditional
accounting



Feedback
Systems

Gather and
implement input



Long-Term
Partnerships

Build trust and
reliability

Technology for Efficiency



Cloud Computing

Remote access and collaboration



Automation Tools

Streamline repetitive tasks



Data Analytics

Insights for decision-making



Cybersecurity

Protect client information



Financial Management

100%

Budgeting

Develop and adhere to plans

4x

Profitability

Regular performance assessment

30d

Cash Flow

Monitor to ensure liquidity

3+

Revenue Streams

Diversify income sources

Risk Management Framework





Succession Planning



IFAC Best Practices



Transformation Plan

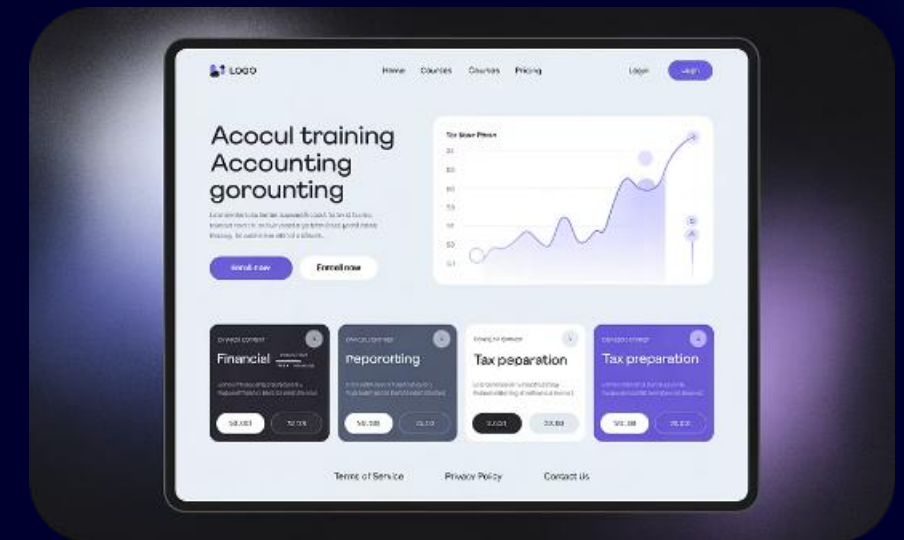
Roadmap to adapt and thrive

Learn from global SMP experiences



Management Guide

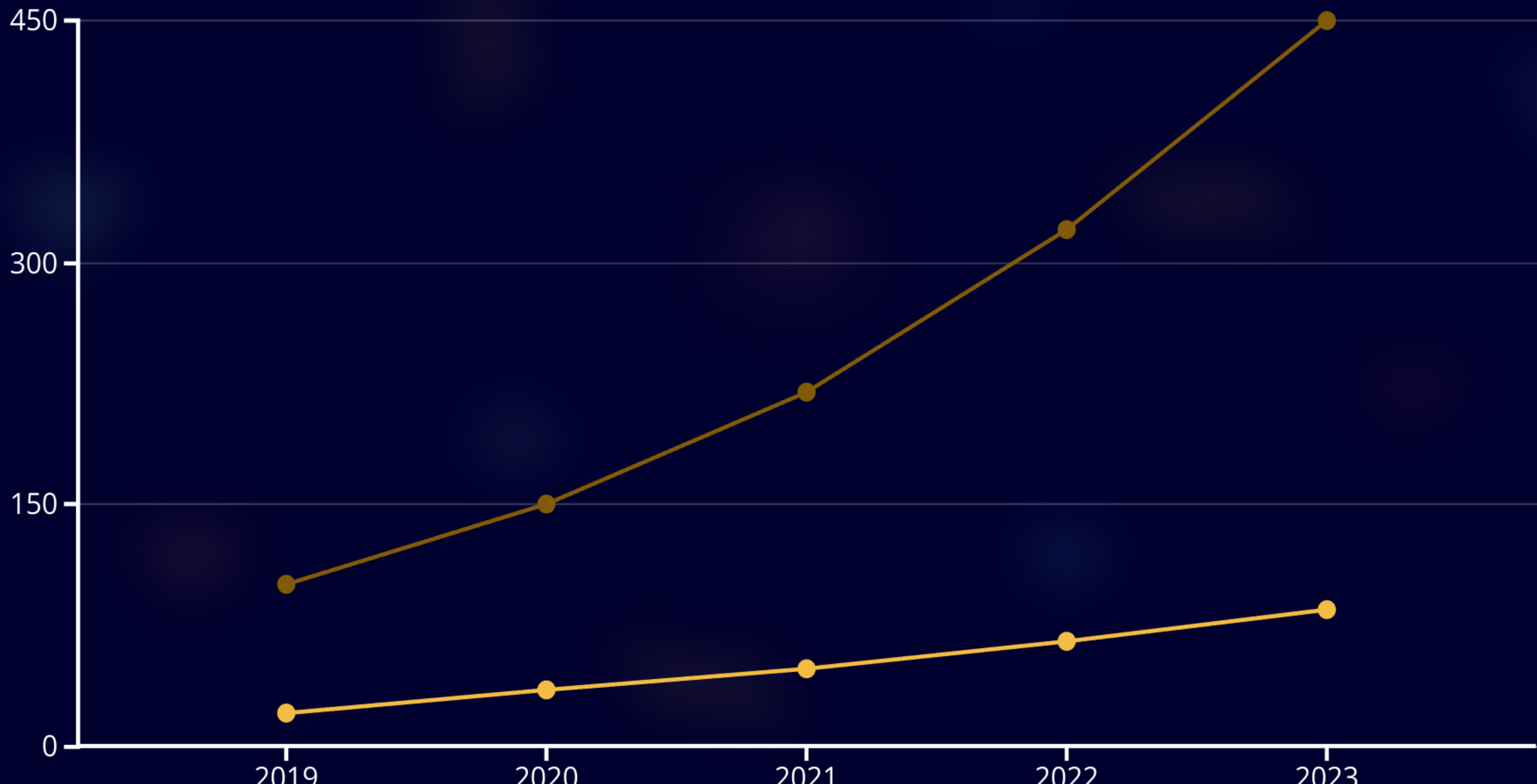
Comprehensive growth guidance



Training Resources

Continuous development materials

Success Case Study





Implementation Roadmap



Assessment

Evaluate current state



Planning

Develop strategic roadmap



Implementation

Execute priority initiatives



Refinement

Adjust based on results

Common Challenges



Resource constraints, technology gaps, talent retention, market competition



Overcoming Barriers

Challenge	Solution
Limited resources	Prioritize investments, phased approach
Technology adoption	Start small, build competency
Talent retention	Culture, growth opportunities
Market competition	Differentiation, niche focus



Key Takeaways



Strategic Vision

Clear direction drives growth



Efficient Systems

Standardization enables scaling



People First

Talent drives sustainable success



Embrace Technology

Digital tools amplify capabilities



Next Steps

Self-Assessment

Evaluate your practice against framework

Prioritize Areas

Focus on highest-impact opportunities

Develop Action Plan

Create roadmap with measurable goals

Seek Resources

Utilize IFAC tools and community



Thank You!