



Interview and write-up
By Aldric Chau

Practical Experience: Views from the Ground



Authorized Employer:
Paul W.C. Ho & Company

Member-in-charge:
Mr. Paul Ho,
sole practitioner

Registered as an AE:
4 years

**No. of QP students
under supervision:**
6

A preferred qualification

Amid the prevailing financial turmoil, managers across boardrooms have been thrown a tough question – How many headcounts should be kept? Dealing with this, business owners are compelled to drill for ways to boost staff productivity. Mr. Paul Ho, sole practitioner of Paul W. C. Ho & Company, talks about how QP can help employers stay ahead of competition.

Paul W. C. Ho & Company, has registered as an authorized employer of the Hong Kong Institute of CPAs QP since July 2004. The firm provides auditing, taxation, accounting, company secretary and business consultancy services.

Ho remarks that all of his audit staff members are pursuing to be qualified accountants, with six of them currently studying QP. “No matter what professional qualification my colleagues take, I hope they can eventually convert to QP for a heightened standard.” Ho as an experienced accountant, is convinced that QP can help sharpen the competitive edge of both the employees and the firm alike in many ways.

Trusted brand of quality

Asked about the reason behind such a strong confidence upon QP, Ho reveals that the programme itself is of high value because of its international recognition around the globe. “Not only does this broaden our firm’s position and recognition, but also makes it more flexible for employees to work overseas,” Ho adds.



In addition to the recognition, Ho believes that QP provides a good and solid platform to gear up colleagues with systematic and quality training on accounting knowledge and management skills. Like other middle-sized local accountancy firms, the firm may not be able to afford spending much resources on staff training. “Participating in the authorized employer scheme gives us more training opportunities for our staff. It therefore has given the firm profound support in long-term development of its intellectual capital.”

Ho has been playing an active role in QP training. “As a counsellor, I usually meet QP students once every six months – to evaluate their performance and to map their career plan.” Ho highlights that the personal and working relationship that has been built up between QP students and employer is invaluable. “It is indeed in great resemblance to a mentoring scheme, which encourages young talents to seek for advice and support from their experienced working peers.” It goes without saying that such a bond building process makes a difference in maintaining staff morale and seamless communications in the firm.

Standing out from the crowd

“QP graduates appear to be better communicators when compared with colleagues who have not taken QP.” Ho believes that QP workshops provide great opportunity for students to learn interpersonal skills through exchanging thoughts in class discussions and presentations. He reckons that accountants who focus merely on the technical knowledge often neglect such leadership and management skills.

High proficiency in English is another aspect that Ho expects from QP students. “It makes a big difference to the clients if the financial and auditing reports are prepared with no grammatical errors.” Ho believes sometimes it is the details that define who stay in the game under a highly competitive environment.

Ho has a piece of advice for QP students: setting clear and realistic goals for your career life is crucial. Taking QP is an important step to well-equip yourself with the essential qualification for meeting future challenges.