

Creating delivery-ready Dynamics 365 talent

Case study

How Microsoft Partner, Nexer, added new talent to its teams and boosted client delivery capacity with the help of Revolent's Dynamics 365 talent creation program.

Revolent
A Tenth Revolution Group Company

NEXXER





The challenge

Sourcing Dynamics 365 talent in a skills-short market

Nexer is a global tech company and a Microsoft Partner with strong roots in the Swedish heritage of entrepreneurship and innovation. With over 30 years of success and growth, the company now has almost 2,000 employees.

After winning some key customer projects, Nexer needed additional team members quickly to help the company deliver for its new clients.

However, the company soon became acutely aware of how challenging it is to source and hire Microsoft Dynamics 365 talent in the UK. Despite utilizing all usual avenues of talent acquisition, the field's too-small talent pool proved a major problem for Nexer. Further investment in alternative recruitment channels, including offering positions through LinkedIn, garnered limited success.

With an urgent need for candidates with Dynamics 365 F&O and CE capabilities, as well as experience in Supply Chain and Project Management, Nexer was advised by Microsoft to get in touch with Revolent.

The Revolent difference

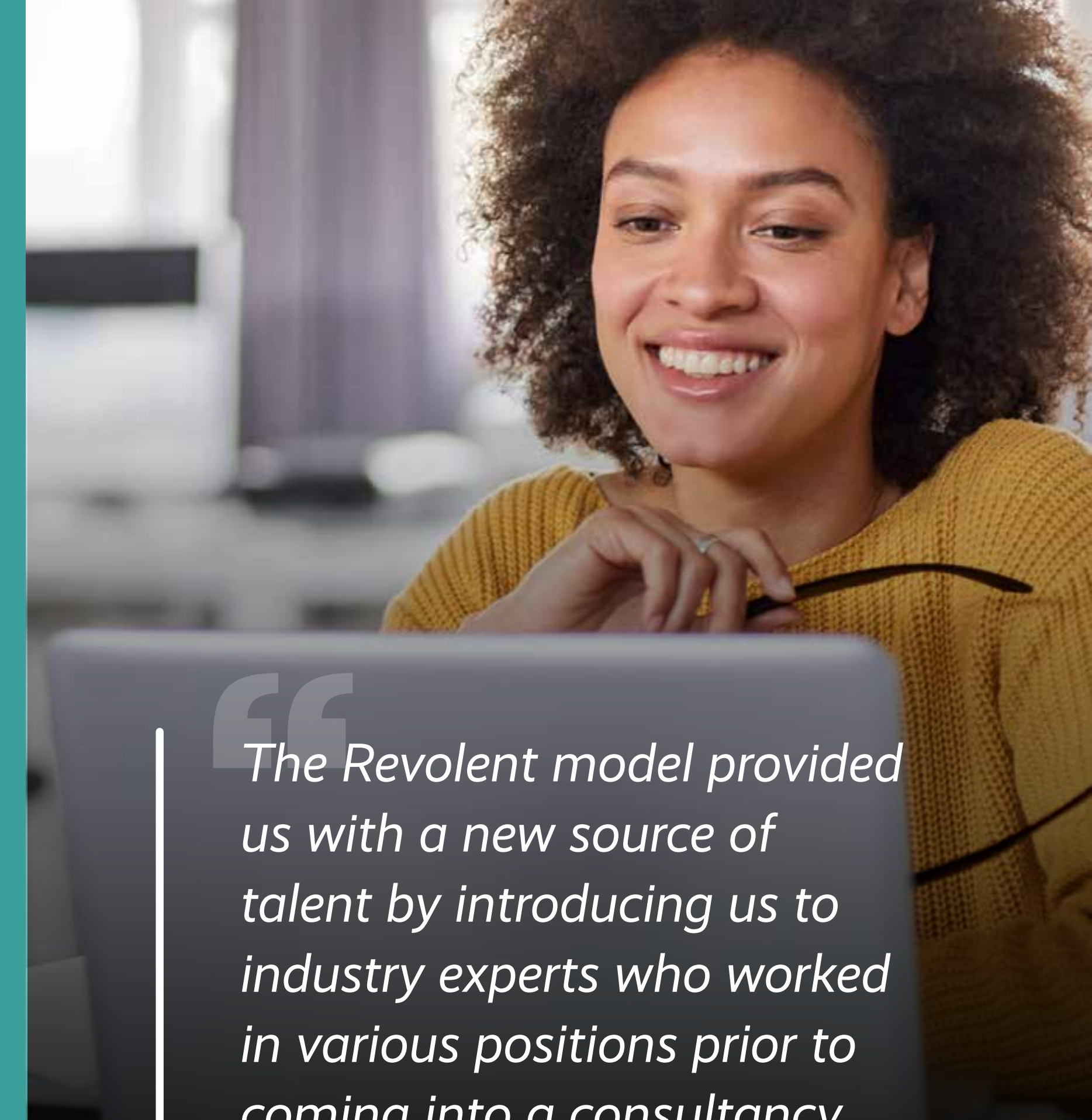
Drawing on access to hundreds of recruiters who could find the best talent with prior relevant IT or industry experience that Nexer needed, Revolent got to work.

In addition, Revolent also had a team of Microsoft-certified Learning and Development specialists on hand to offer in-depth training. Thanks to these advantages, Revolent was able to source ambitious candidates and help them transition with Nexer as business-ready Dynamics 365 talent by providing practical experience with real-life projects and support to help them gain advanced Dynamics 365 certifications.

“The Revolent model provided us with a new source of talent by introducing us to industry experts who worked in various positions prior to coming into a consultancy role. The candidates on offer were not just raw recruits straight out of university. Revolent’s cross-training program, combined with the opportunity for the resources to earn certifications, was really attractive to us.”



Gregory Contell
Quality, Operations and
Culture Director
Nexer





The solution

Experienced IT talent ready to make an impact

Having already gained years of relevant industry experience through previous work in IT or business, the resources (known as 'Revolts') brought transferable industry knowledge they could easily apply to the consulting world at Nexer. Although many of them were at the start of their Microsoft Dynamics 365 careers, all Revolts had a good awareness of the solutions that they were going to be working with.

After gathering requirements and providing technical and soft skills training, Revolent delivered two Revolts to Nexer into its Dynamics 365 Finance and Supply Chain Management team.

Revolent continues to support the Revolts with additional training as they build experience with Nexer, conducting regular assessments to ensure their development is on track and aligned with Nexer's business goals.

"We pride ourselves in the development of our employees, so this was complimentary to our approach. All of the Executive Leadership team at Nexer UK are fully engaged in this partnership with Revolent and take a personal interest in this initiative to ensure its success."



Gregory Contell
Quality, Operations and
Culture Director
Nexer



Revol Spotlight

Emmanuel Lamptey

Microsoft Dynamics 365 Functional Consultant
in Finance & Operations (F&O)

- ✓ **3x Microsoft-certified**
(MB-920, MB-300, MB-320)
- ✓ **Certified Accountant**
- ✓ **8+ years of multinational experience in finance-related functions**

Emmanuel joined Revolent, having already acquired substantial experience in finance and consulting, working for several multinational companies in finance-related functions, including consulting and business strategy.

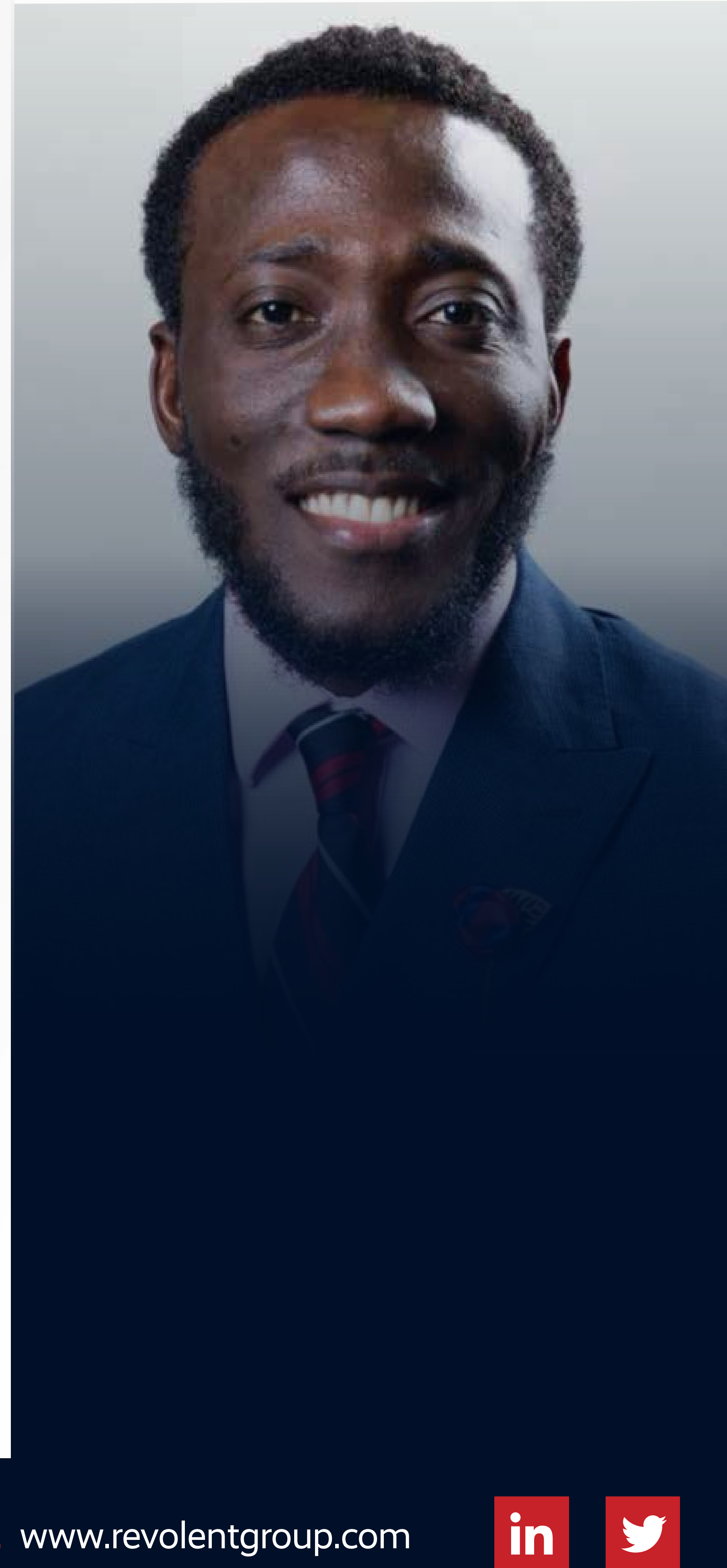
Having worked with ERP systems in his most recent role, Emmanuel was eager to switch to Microsoft Dynamics 365. He gained three certifications in his first three months of training. What's more, his prior experience, paired with the new Dynamics 365 skills gained with Revolent, enabled Emmanuel to support Nexer on client-facing projects from the get-go.

"Day-to-day, I work closely with clients to understand their business processes and how they map into the Dynamics 365 offering. I'm responsible for providing consultancy on various areas, including general ledger, purchase and sales ledger, expense management, and budgeting."

Emmanuel has particularly excelled at mediating between different project stakeholders, gathering clients' requirements and relaying those back to the developers.

"I was speaking to one of the developers earlier this month about testing, after I'd written a Functional Design Document. She asked how long I've been doing this type of work. When I said it's been just over a year, she was really surprised—she thought I'd been doing this closer to a decade."

Revolent's Learning & Development team continues to support Emmanuel's journey, conducting regular check-ins every couple of weeks, sharing positive feedback from Nexer and the clients, and identifying any further areas for improvement.



Emmanuel's progression at Nexer

“I’ve come such a long way since I started my placement, thanks to Nexer giving me the opportunity to be client-facing and challenge myself at every step. It’s been amazing to receive such **positive feedback from the leadership team**, learning that I’d been doing so much **billable work** for Nexer and reaching a **95% utilization** while working across four different projects simultaneously.

Long-term, I’d love to stay on as a permanent employee at Nexer, growing my skills in the Dynamics 365 space and taking the **Dynamics 365 Supply Chain Management Functional Consultant Associate certification**.”

Alongside his achievements at Nexer, Emmanuel also celebrated significant professional and personal milestones in 2023.

Admission to the Freedom of the City of London

Emmanuel was admitted to the Freedom of the City of London at the Guildhall, as a thank you for his volunteering efforts and crucial contributions to the professional development of the youth of London as President of Junior Chamber International in 2021, where he excelled at leading mentorship initiatives for over 60 young leaders.



Speaking at the London Consulting Summit

During the same year, Emmanuel was also invited to share his insights and expertise on finance transformation and consulting, and how these changes can impact individuals, organizations, and functional ecosystems, at the London Consulting Summit.



Revol Spotlight

George Smith

Microsoft Dynamics 365 Functional Consultant
in Finance and Operations (F&O)

- ✓ **3x Microsoft-certified**
(MB-920, MB-300, MB-320)
- ✓ **3+ years of experience in accounting
at a leading cybersecurity company**
- ✓ **Previous experience with
ERP NetSuite**

With a head for math and a passion for IT, George saw cross-training with Revolent as a way to combine his skills, build on his existing ERP experience, and fast-track a new career in an in-demand technology. Now a fully-qualified Microsoft Dynamics 365 Functional Consultant, George is developing his skills on the job, with ambitions to become a Solution Architect.

“

My training with Revolent meant I was more familiar with the system and able to get up to speed faster.

Since I've been at Nexer, I've been working on a lot of different things, such as writing Functional Design Documents, expanding the standard function of our system, and also tailoring it to my organization's needs. I've even done work on Supply Chain Management to ensure I understand that area, even though it's not a core part of my duties. I really love that.

I've had a fantastic time on my placement so far, and I'm working towards becoming a permanent employee.

”





The impact

Billable resource within just a few months

The Revols have been working on project assignments from the get-go. And four months in, they have already been engaged in billable and added-value work for Nexer's clients. These Revols have been praised by Nexer for their excellent progress in adapting to the client's culture and way of working, as well as the impact they've had both on the consultancy team and the clients they've engaged with.



4 months to working on billable projects



5+ years of relevant prior industry experience across accounting, ERP systems, and finance operations



6 Microsoft certifications achieved by the Revols

Working with Revolent has allowed Nexer to solve challenges around resourcing additional team members, providing a valuable recruitment channel to address future hiring needs as the company continues to grow in the UK.

“Given the success we've achieved with our Revols so far, we'll continue to partner with Revolent in the long-term.”



Gregory Contell

Quality, Operations and
Culture Director

Nexer



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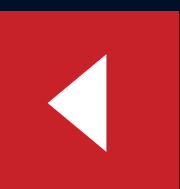
A smiling man with a beard and a woman working in the background. The man is in the foreground, wearing a light-colored sweater, with his arms crossed. The woman is in the background, sitting at a desk with a laptop and a coffee cup. The background is a modern office with shelves and a plant.

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**Need to build a sustainable
Microsoft Dynamics
talent pipeline?**

Get in touch today



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