

# Creating business-ready Microsoft BizApps talent

## Case study

How Xpedition, a Microsoft Solutions Partner, used Revolent to source Microsoft Business Applications talent with real drive and passion to succeed.

**Revolent**  
A Tenth Revolution Group Company

**Xpedition**





## The challenge

**Sourcing Microsoft talent with passion, drive and commitment**

As a Microsoft Solutions Partner for Business Applications, Xpedition has been helping organizations transform their operations for over 20 years. With a close-knit team of 100, Xpedition invests heavily in the professional development of its employees, which is why retaining committed staff with the drive and passion to stay on for the long haul is crucial for this organization.

However, the need for Microsoft Business Applications talent who have the right industry background in finance, paired with the talent scarcity in the Microsoft partner channel, was proving to be a real stumbling block for Xpedition in supporting their growing client base.

### **The need for crucial soft skills and consultancy acumen**

Alongside knowledge of core Microsoft Business Applications products like Power Platform and Dynamics 365, Xpedition was looking to hire individuals who possessed crucial soft skills, such as effective communication, stakeholder management, presentation, and negotiation skills.



*“When you work as a consultant and you visit a client, you’re building rapport and trust with them. So, when someone comes in who’s quite outgoing and who can communicate clearly to engage an audience, it really stands out. And these skills are much harder to teach than technical abilities.”*



**Nealesh Patel,**  
Managing Consultant  
Xpedition





# The solution

## A personal introduction from Microsoft

Xpedition was using traditional recruitment channels such as LinkedIn and a company-wide referral scheme. However, it was extremely challenging to find talent who already had a couple of years of Dynamics 365 or Power Platform experience with these methods alone.

Xpedition was introduced to Revolent on a Microsoft Partner call, where Revolent presented its innovative approach of cross-training talent with prior relevant industry experience into net-new Microsoft-certified professionals, including Business Applications.

*It's challenging across the board to find the right people. And for the division I manage, it's been hard to find individuals who have the right kind of attitude and aptitude.*



**Nealesh Patel,**  
Managing Consultant  
Xpedition

## Meeting the 'Revolts' in person at Microsoft x Revolent event at the O2, London

Shortly after the Microsoft Partner call, Revolent and Microsoft hosted an event where Xpedition got to meet some of these consultants (or 'Revolts') in person in London. In a relaxed and informal setting, representatives from Xpedition, including Nealesh, got to know the Revolts, able to find out more about their prior experience and career aspirations.



“

*One of the biggest challenges that we face today is finding new talent for our Partner ecosystem. Partners like Revolent are doing an amazing job in finding a diverse group of talented individuals to help us alleviate some of those capacity challenges that we have in the channel.*

”



**Gina Timm,**  
Partner Marketing  
Strategy Lead, Microsoft

“

*At the event, it was really important for us to talk to Revolts and Revolent's clients to understand whether Revolent is doing the right thing by these people. Are they training them? What support are they offering? Is the scheme working well? Among other things, we were really pleased to learn that Revolent has training in place to cover not only the technical capabilities and Microsoft certifications, but consultancy skills as well.*

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**Nealesh Patel,**  
Managing Consultant  
Xpedition

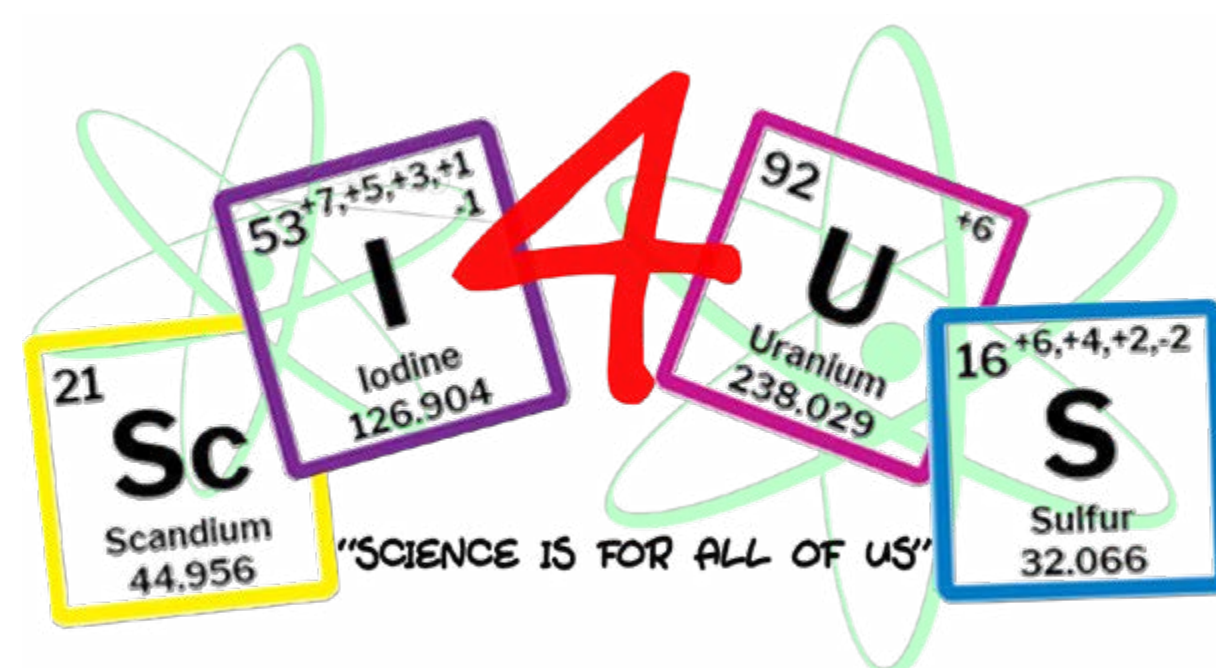




## The solution

### Passionate talent, ready to make a difference

Soon after the event, Xpedition started working with Revolent to source several potential candidates to interview. Revolent's Talent Acquisition specialists and Customer Success Team went above and beyond to understand Xpedition's business needs and find talent to match these. This tailored approach really stood out for the client as unique to Revolent's model. Revolent was also able to tap into a much wider talent pool, comprising of individuals from other industries whose skills matched the role.

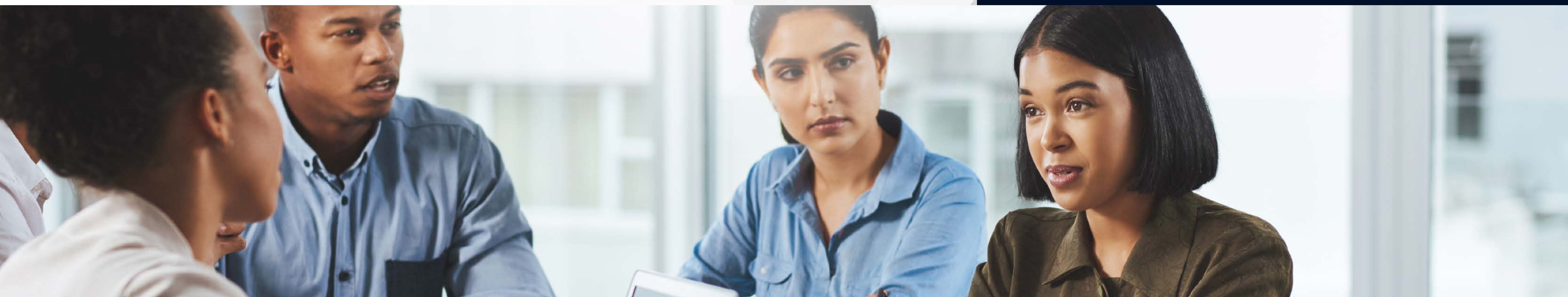


**Jessica Opoku-Afriyie** was the first Revol they selected. She stood out as the right kind of candidate for the company, having come from a finance background. What's more, she was passionate about switching to a career in tech. So much so that, outside of work, she had set up SCI4US, a charity to help children improve their understanding of the STEM syllabus.

*Jess had a real drive and ambition, and our culture is driven by people like her. There is no instruction manual to becoming a consultant. However, we could see that self-motivation in Jess.*



**Nealesh Patel,**  
Managing Consultant  
Xpedition





# Revol Spotlight

**Jessica Opoku-Afriyie**

Microsoft Power Platform Functional Consultant and Revol

- ✓ **3x Microsoft-certified (PL-900, PL-200, MB-210)**
- ✓ **4+ years of experience in financial services and banking**
- ✓ **Certificate in Relationship Management from The London Institute of Banking & Finance**
- ✓ **MA in Chemical Engineering from Loughborough University**

Jess was working for a leading global financial services institution before joining Revolent. Having grown frustrated with the inefficiencies of the company's existing processes, Jess had already started researching Microsoft Business Applications products before she was approached by Revolent.

This gave her an invaluable insight into the frustrations faced by organizations Xpedition was looking to serve, what they wanted out of a CRM, and how Microsoft products could transform their processes. This experience, paired with her outstanding interpersonal skills, passion for learning, and consultancy acumen acquired on Revolent's training program, made her a strong candidate for the role at Xpedition.

“Before joining Revolent, I've never had to be on the spot and introduce myself in 30 seconds, which is crucial for a consultant. As well as gaining Microsoft skills and certifications, Revolent really helped me nail my pitch.”





## The impact

### Billable resource from the get-go

A month into her placement with Xpedition, Jess was assigned to a large-scale project for a finance institution where she quickly learned new skills, such as how sprints and retros work, and how to write user stories. Her past experience helped her to empathize with the client and better understand their needs during the workshop stage. Working closely with a Lead Functional Consultant and a Developer as part of the project's mini-stream, Jess was challenged to configure user stories and even lead a demo for the client.



*I was on the project for about five months. After the demo, the Business Analyst came up to me and praised the delivery, saying the client really understood everything I was saying.*

After a successful start to her placement, Jess is looking to stay on with Xpedition long-term, with aspirations to progress as Senior Functional Consultant, receiving ongoing support and development training from Revolent, tailored to Xpedition's business needs.

And thanks to the astounding success of working with Revolent so far, Xpedition is looking to take on more Revols with passion and drive to match Jess', to meet the growing demands of their projects and pipeline.

*Revolent's unique program can tap into wider talent pools and prepare these individuals for the world of consulting by giving them the soft skills and technical training. We couldn't target these pools without Revolent because we wouldn't have been able to take the leap of faith and help them bridge the gap between different industries. But Revolent can do that for us.*



**Nealesh Patel,**  
Managing Consultant  
Xpedition





# Revolent

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**Looking to build a sustainable  
Microsoft BizApps talent pipeline?**

**Get in touch today**



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