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Open door

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PAUL HAMMAN is the Partner in Charge of the Detroit Office. He was born in Milmine, Illinois and has a B.S. in Accounting from the University of Illinois. Mr. Hamman has been a partner in Touche, Ross, Bailey & Smart from the inception of the firm in 1947. He is a director of Junior Achievement in Detroit and also in the regional and national organizations.

THE OPEN DOOR

WHAT CAN THE NEW MAN JOINING OUR FIRM EXPECT FROM US? How rapidly can he advance? How will this firm differ from other firms?

It seems to me that first of all he should find a fertile environment for personal growth. We should all offer friendly help and encouragement, while those on the supervisory level should be available to offer counsel when needed. The new man should have stimulus to make progress and to broaden his technical knowledge. He should feel that his professional work is of real benefit to his clients.

His daily work should be a challenge. While he will learn to apply proven principles to practical problems, new solutions will frequently be required. We should encourage imagination and creative innovation. If he has talent, responsibility should be given earlier than expected and compensation should be in line with increased responsibility.

Most important of all, the new man should be able to feel that the firm is his own—one in which he will eventually be a partner.

Paul E. Hamman

Why do college graduates choose TRB&S? See page 44.