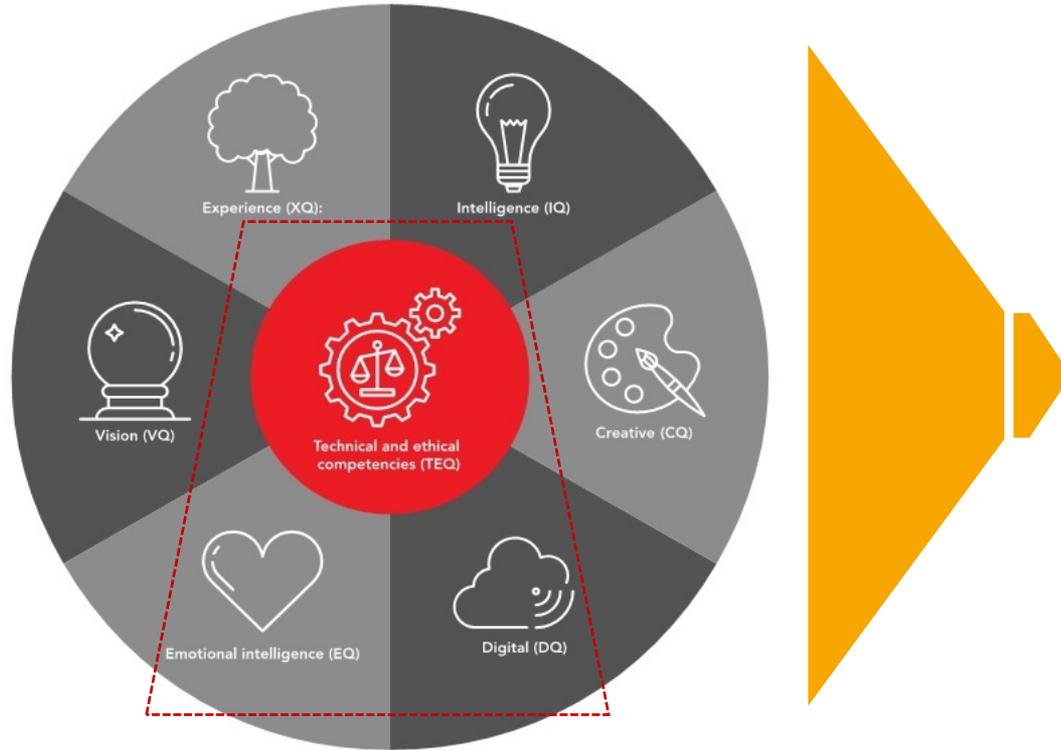


Thinking ahead: Emotional Intelligence, Digital, and Future careers



7 professional quotients- now in action



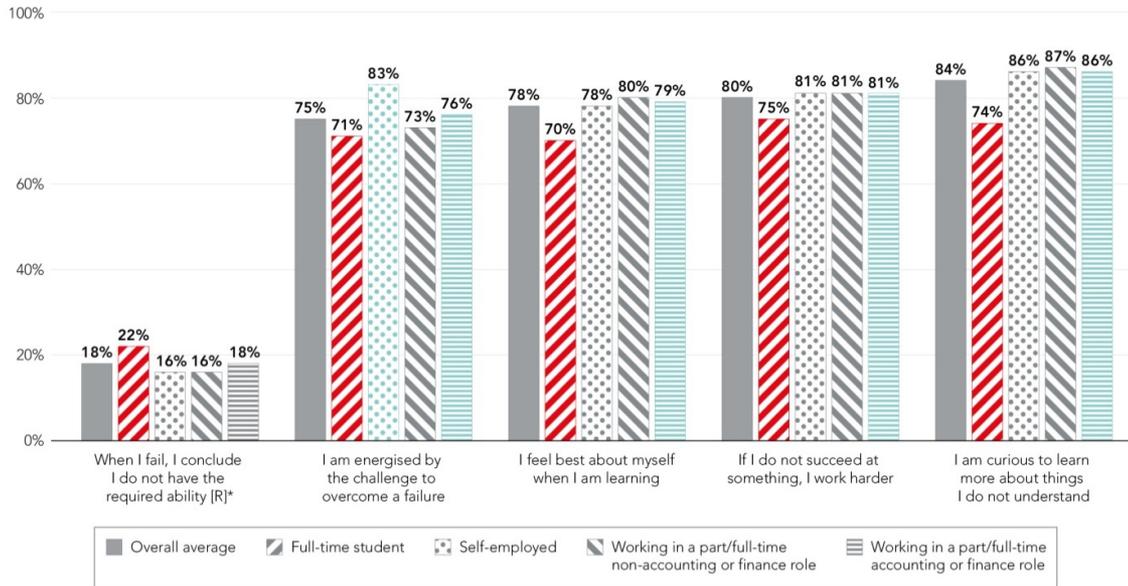
Emotional intelligence is now a must have rather than good have

Digital is here to stay as an “enabler”

Technical skills ethical competencies will remain critical

Growth mindset is becoming important for EQ

Growth mindset- feeling comfortable in one's ability to overcome obstacles and challenge one's own identity, and to extend oneself into new areas - emerged as a key enabler for the development of EQ



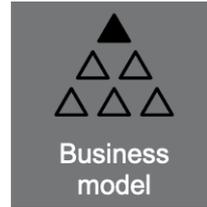
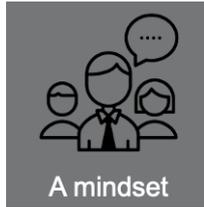
*[R] indicates it is reverse scored.

- Emotions matter and are a source of competitive advantage
- Value embedded in emotions is particularly important
- On several emotional competency elements, our study showed that more experience meant higher scores

Developing the digital quotient

Digital transformation is at the heart of modern business:

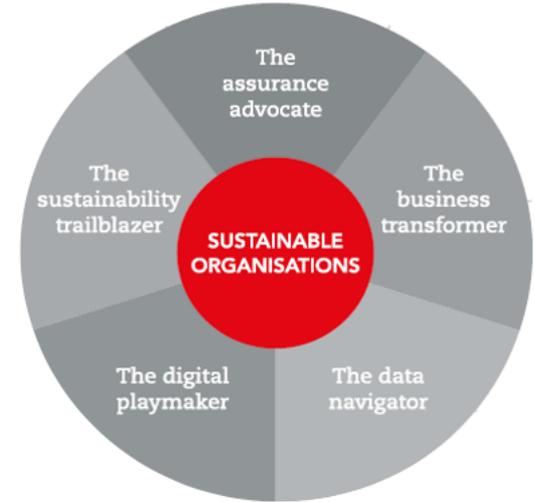
- 70% of organisations either have a digital strategy in place or are working on one;
- 60% of companies that have undergone digital transformation have created new business models and
- companies that gross over US\$1 billion a year earn an additional US\$700 million over three years from that investment



Future careers in accountancy

We see 20 trends changing the world of work and transforming the nature of careers in accountancy.

<p>#1 The meaning of work Purpose and meaning from work becomes even more important</p>	<p>#2 Connectivity Digital drives 'never seen before' new opportunities to collaborate</p>	<p>#3 The A word Automation frees up professionals to focus on higher-value work</p>	<p>#4 'Emtech' Emerging technologies redistribute work between man and machine</p>	<p>#5 The rise of data Data possibilities become ever central to the roles of professional accountants</p>
<p>#6 Generation Z A new tech savvy generation enters the profession</p>	<p>#7 Longevity An older workforce and five generations in the profession enrich the talent base</p>	<p>#8 Beyond the lattice? Career paths become less obvious and more variable</p>	<p>#9 Rent a CFO? The rise of the gig economy changes the composition of teams</p>	<p>#10 Command to collaboration Flatter structures, collaborative teams, virtual working</p>
<p>#11 CV R.I.P? Future CVs focus on skills attained not job titles acquired</p>	<p>#12 Skills transformation As careers adapt, ACCA's professional quotients rise in relevance</p>	<p>#13 Continuous learning Professionals need to continuously reinvent themselves and re-learn</p>	<p>#14 Learning culture Learning culture at work evolves in the face of skills transformation</p>	<p>#15 Digital learning Technology drives an explosion in learning opportunities</p>
<p>#16 Inclusivity Accounting teams become more diverse because it makes good business sense</p>	<p>#17 Business models innovate Professional accountants have new opportunities as business models change</p>	<p>#18 Trust and ethics There is a growing need to trust, a refocus on ethical behaviour in the stakeholder society</p>	<p>#19 Multi-Polar world The rise of cities and shifting economic power provides new career opportunities</p>	<p>#20 Digital recruitment Technology is transforming recruitment models and networking opportunities</p>



- In our research we identify 20 trends that are shaping the 'work' for accountants and careers more generally
- We've identified five zones of career opportunity for professional accountants over the next decade that are directly linked to building sustainable organisations for the future
- The zones represent areas of opportunity in which individuals may develop their future careers in the profession

Thank you