

# Leadership Development Roadmap



## Step 1: Train

Develop and strengthen key skills firms need to lead successful teams. No matter the role or experience, we have a training plan for everyone on your team! Customized leadership training for your firm (in-person or virtual) is also available.

### Executive Development Series with Suffolk University

#### For new and soon-to-be partners

- ▶ 7 in-person sessions (August 2 – January 9)
- ▶ 28 CPE credits
- ▶ 360 leadership assessment
- ▶ 1-1 and small group coaching
- ▶ Led by Suffolk University Sawyer Business School professors

#### Topics

- Strategy and organizational leadership
- Team management and culture
- Collaboration
- Navigating conflict and negotiation
- Difficult conversations
- Inclusive language and leadership
- Driving change

Eligible for 100% reimbursement\*

### Emerging Leaders Summit

#### For seniors and managers

- ▶ 1 day in-person conference (November 1)
- ▶ 7 CPE credits
- ▶ Led by business, leadership and communication experts

#### Topics

- Networking for business
- Self-awareness and communication
- Leading successful teams
- Delivering and receiving feedback
- Peer networking development

Eligible for 100% reimbursement\*

### Business Skills VIRTUAL Bootcamp

#### For associates and seniors

- ▶ 6 virtual sessions (June 14 – July 19)
- ▶ 12 CPE credits
- ▶ Led by business, leadership and communication experts

#### Topics

- Professional presence
- Communication for connection
- Thinking smarter
- Receiving feedback
- Project management
- Building lasting connections

Eligible for 100% reimbursement\*

## Step 2: Develop

MassCPAs committees, roundtables and networking events are the best way to practice leadership skills in a low-risk environment. The below opportunities are available to all members. Committees and roundtables are FREE and members do not need to join to attend a meeting.

#### Committees

- ▶ Academic & Career Development
- ▶ Accounting & Auditing
- ▶ Alternative Investments
- ▶ Blockchain & Cryptocurrency
- ▶ Cannabis
- ▶ CAS
- ▶ ERISA
- ▶ Government Accounting & Auditing
- ▶ HR & Firm Operations
- ▶ Litigation Consulting & Business Valuation
- ▶ Management of an Accounting Practice
- ▶ Marketing
- ▶ Nonprofit Accounting & Auditing
- ▶ Real Estate
- ▶ Regulated Investment Companies
- ▶ Taxation
- ▶ Women in Accounting
- ▶ Young Professionals

#### Roundtables

- ▶ Industry
- ▶ Out of State
- ▶ Senior Accountant
- ▶ Small Firms
- ▶ Women's Mentoring Circles

#### Networking Events

- ▶ Cross-industry
- ▶ Regional Member Networking Nights
- ▶ Sporting events (Red Sox, Celtics, Bruins)
- ▶ Connect 2024
- ▶ Young professionals' events
- ▶ Women's events

Contact Jill Foley at [jfoley@masscpas.org](mailto:jfoley@masscpas.org) or Maggie Grasso at [mgrasso@masscpas.org](mailto:mgrasso@masscpas.org) to get started.

## Step 3: Lead

Get involved and put your firm on the map! These opportunities strengthen both personal and firm brands, and they support united efforts to elevate, grow, diversify and protect your profession.

#### Leadership

- ▶ Chair a Committee
- Contact Jill Foley at [jfoley@masscpas.org](mailto:jfoley@masscpas.org)

#### Pipeline

- ▶ Connect with students
  - Be a speaker or panelist
  - Accounting Careers Exploratory (ACE)
  - CPAs in the Classroom
  - Mentor
  - High school conferences
- ▶ Become a Pipeline Partner
- ▶ Donate to the Scholarship Program

Contact Allie Orlando at [aorlando@masscpas.org](mailto:aorlando@masscpas.org)

#### Advocacy

- ▶ Become a CPA Advocate

Contact Zach Donah at [zdonah@masscpas.org](mailto:zdonah@masscpas.org)

#### Branding

- ▶ Write articles for *SumNews*
- ▶ Be a media contact

Contact Elizabeth Emanuelson at [eemanuelson@masscpas.org](mailto:eemanuelson@masscpas.org)

For details and to get started, contact Julia Ekelund at [jekeland@masscpas.org](mailto:jekeland@masscpas.org).



\*You must register and apply for reimbursement through the state's Workforce Training Express Fund three weeks prior to the start of the first session to qualify. MassCPAs can walk your firm through the reimbursement process, so reach out to us today.