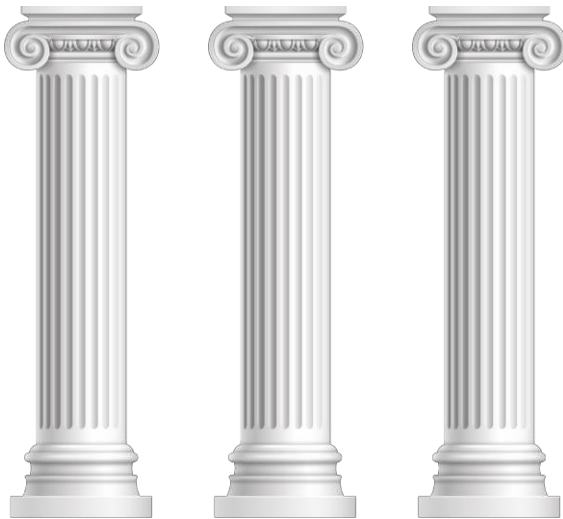


Business & Management



*Learning for your
future*

22 JANUARY 2020

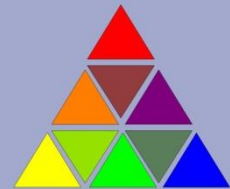
The webinar will begin shortly...

Business & Management

20 minute webinar: Learning for your future



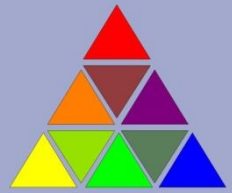
Hilary Lindsay



Learning for your future

Business and Management Faculty Webinar

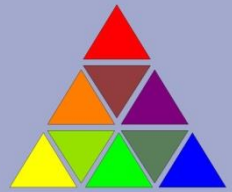
Hilary Lindsay EdD MBA FCA



The topics I will cover

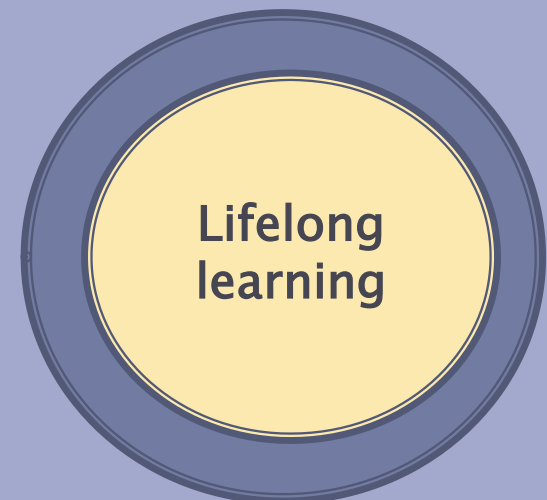
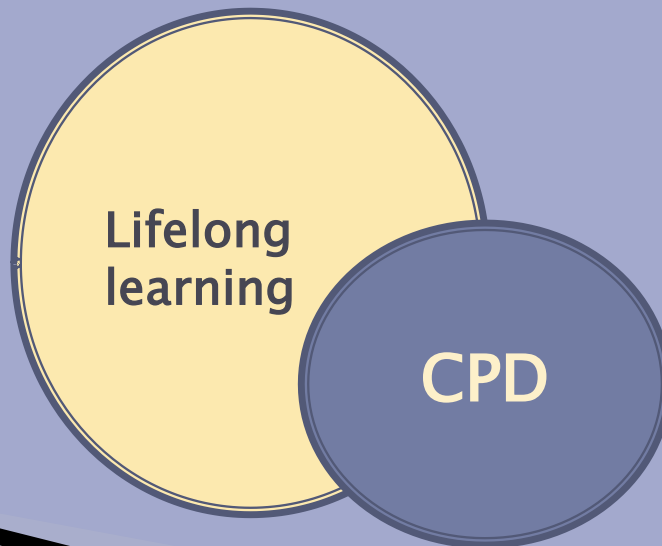
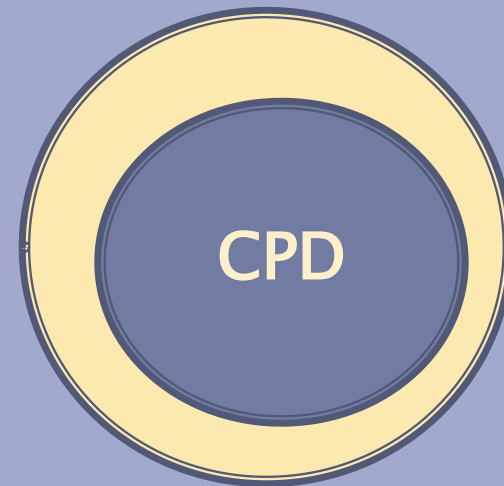
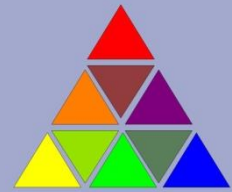
- ▶ My motivation to explore learning
- ▶ What I found out
- ▶ The ‘complete professional’ framework
- ▶ Career adaptability
- ▶ Some final tips and hints

What prompted my research?

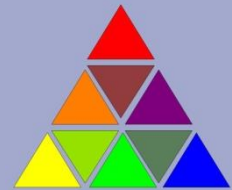


- ▶ The shape of our careers was changing
 - More role, job and career changes
 - Ongoing quest for work–life balance
 - Working for more years – but at different intensities
- ▶ Increasing complexity and ongoing uncertainty
 - Globalisation
 - More regulation, more accountability,
 - The impact of technology
- ▶ Compulsory CPD requirement introduced

CPD and lifelong learning



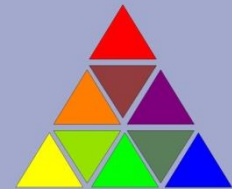
Relevance of activities



Ranking of responses	Average of responses *	Relevance of learning activities in current role	Acquisition (A) or Participation (P)
1	2.65	Accessing the Internet for information	A
2	2.44	Doing the job	P
3	2.00	Technical reading	A
4	1.96	Magazines, etc.	A
5	1.90	Courses, etc.	A
6	1.88	Reflection	P
7	1.87	Interacting with experts	A/P
8	1.45	Being shown by others	P
9	1.25	Workshops with peers	A/P
10	1.23	Watching others	P
11	0.98	Online learning modules	A

* 3 = most of the time; 2 = often; 1 = occasionally; 0 = never

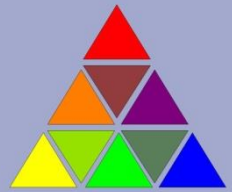
Which would you call CPD?



Ranking of responses	Average of responses *	How likely to describe learning activities as CPD	Acquisition (A) or Participation (P)
1	2.56	Courses, etc.	A
2	2.18	Technical reading	A
3	1.88	Magazines, etc.	A
4	1.53	Online learning modules	A
5=	1.45	Accessing the Internet for information	A
5=	1.45	Workshops with peers	A/P
7	1.29	Interacting with experts	A/P
8	0.97	Doing the job	P
9	0.95	Reflection	P
10	0.88	Being shown by others	P
11	0.62	Watching others	P

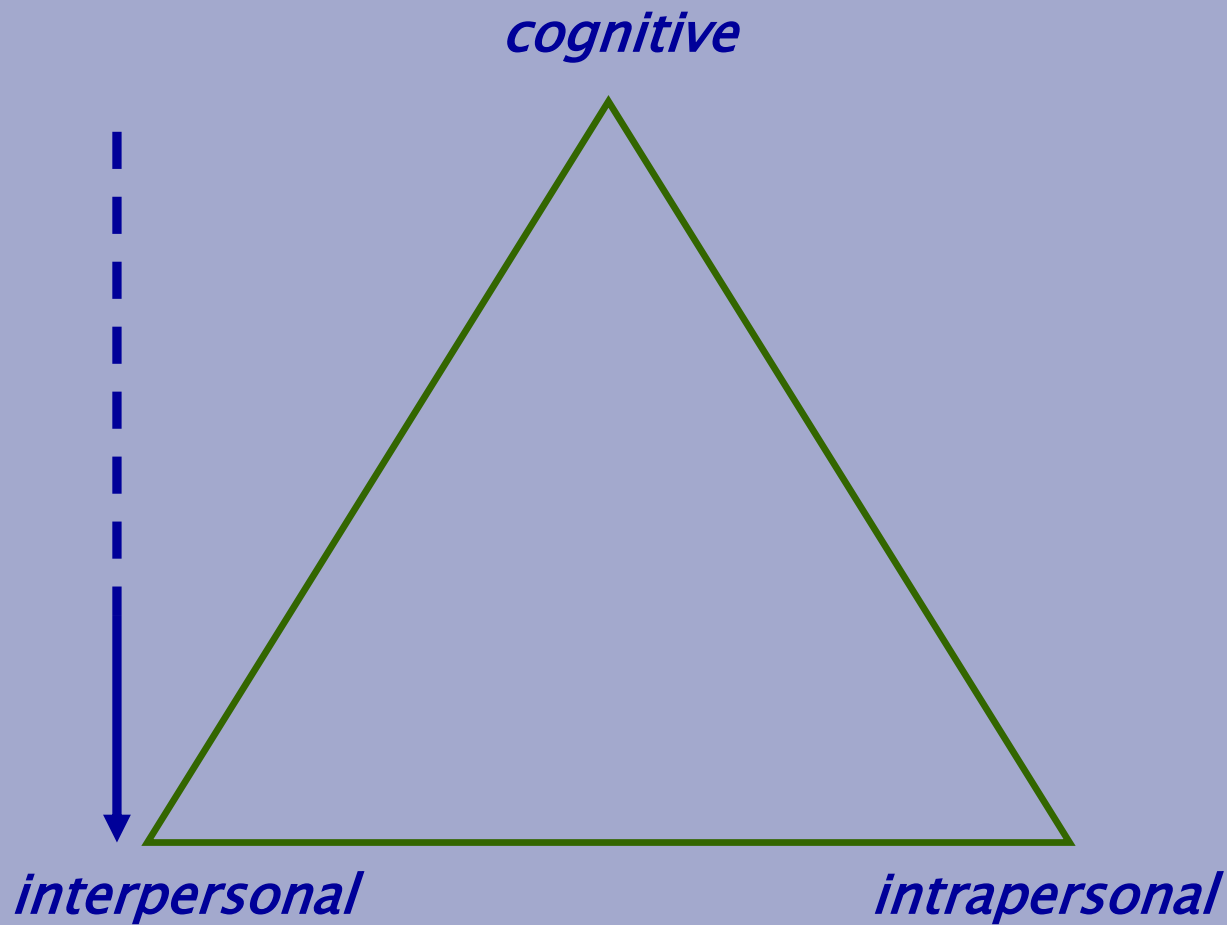
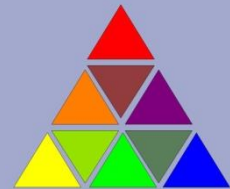
* 3 = most of the time; 2 = often; 1 = occasionally; 0 = never

Members in business

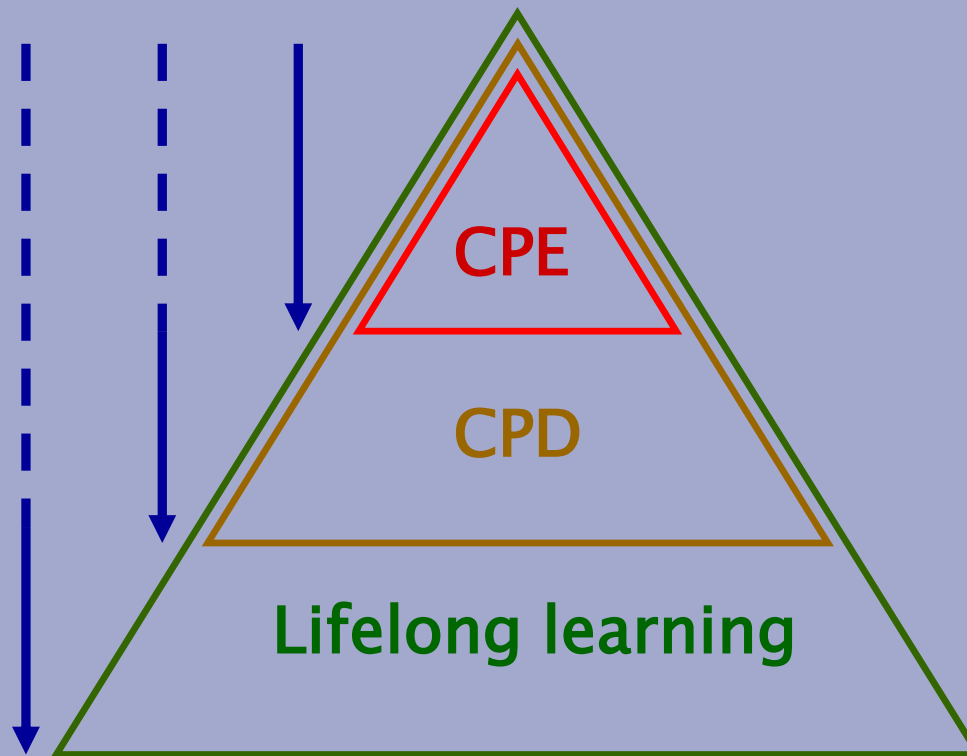
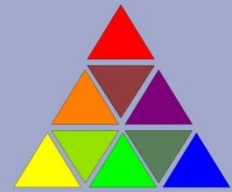


- ▶ Less likely to attend courses than those in practice
- ▶ Less concerned with costs of learning than those in the public sector or not in work
- ▶ Finding out what need to know when moving into a new role – so can ask informed questions
- ▶ Learning in many different ways – but some felt guilty because they were attending fewer courses

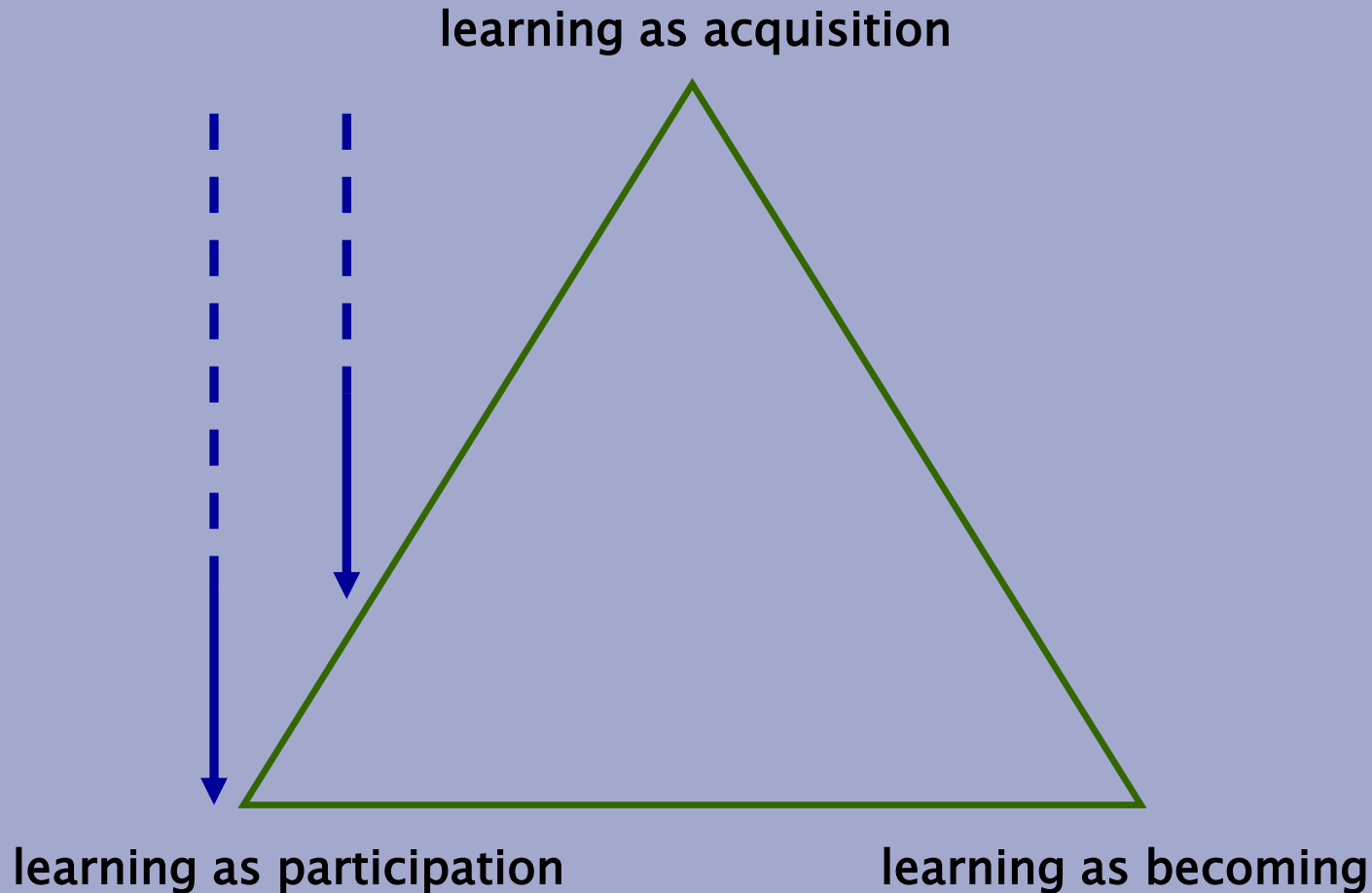
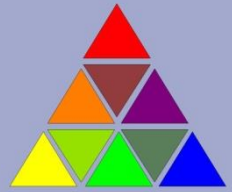
Three dimensions of learning



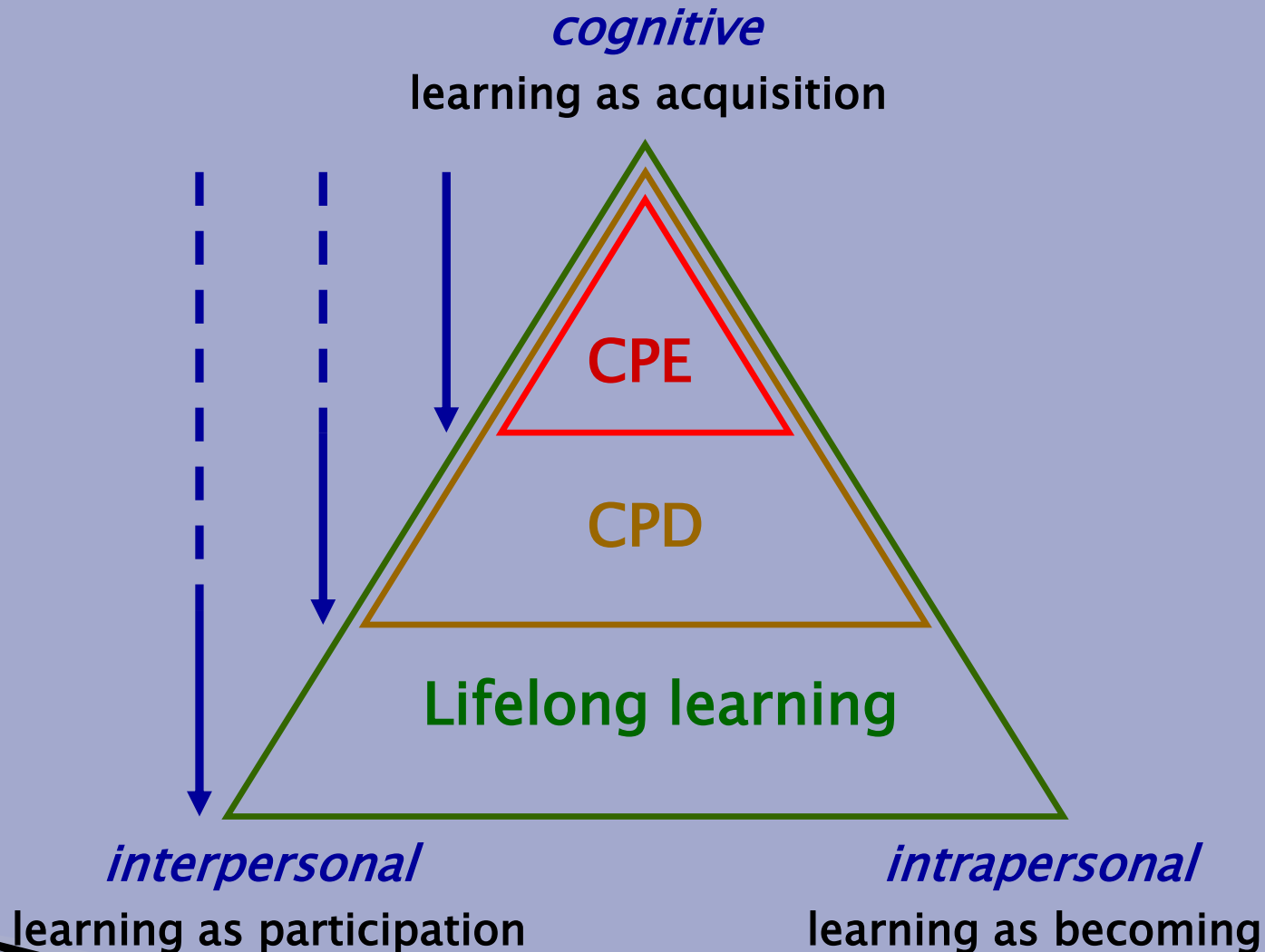
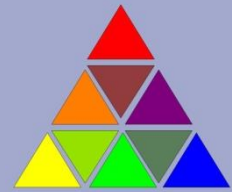
Learning in the profession



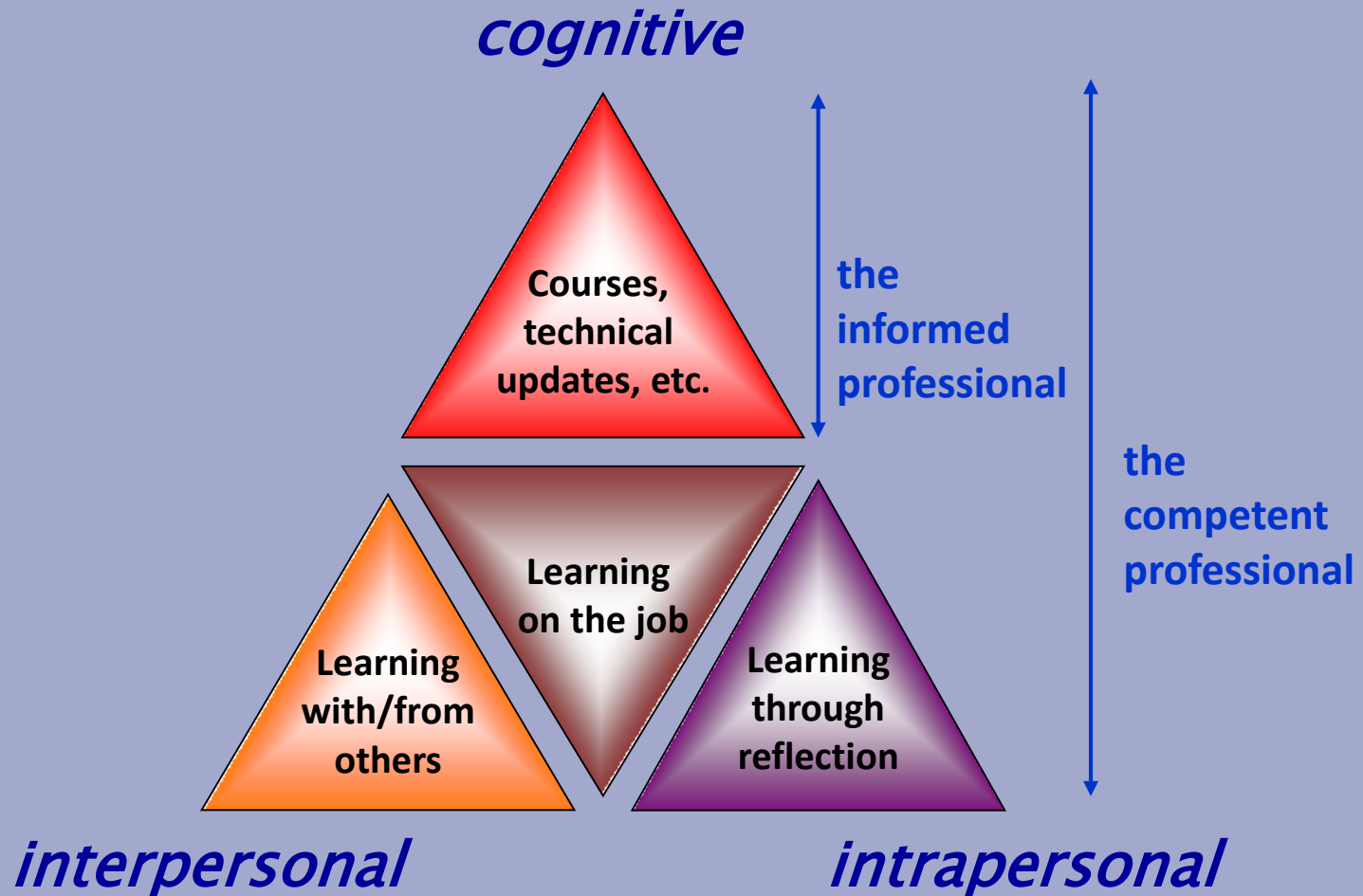
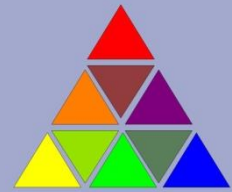
Metaphors of learning



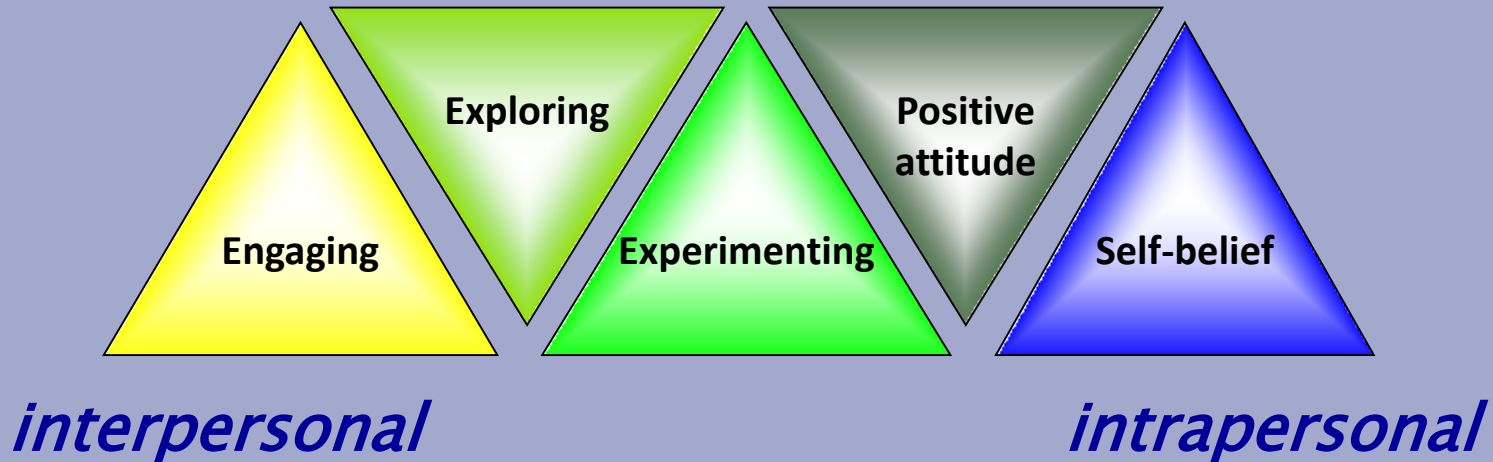
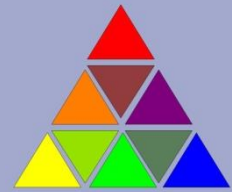
The combined evolution



The competent professional



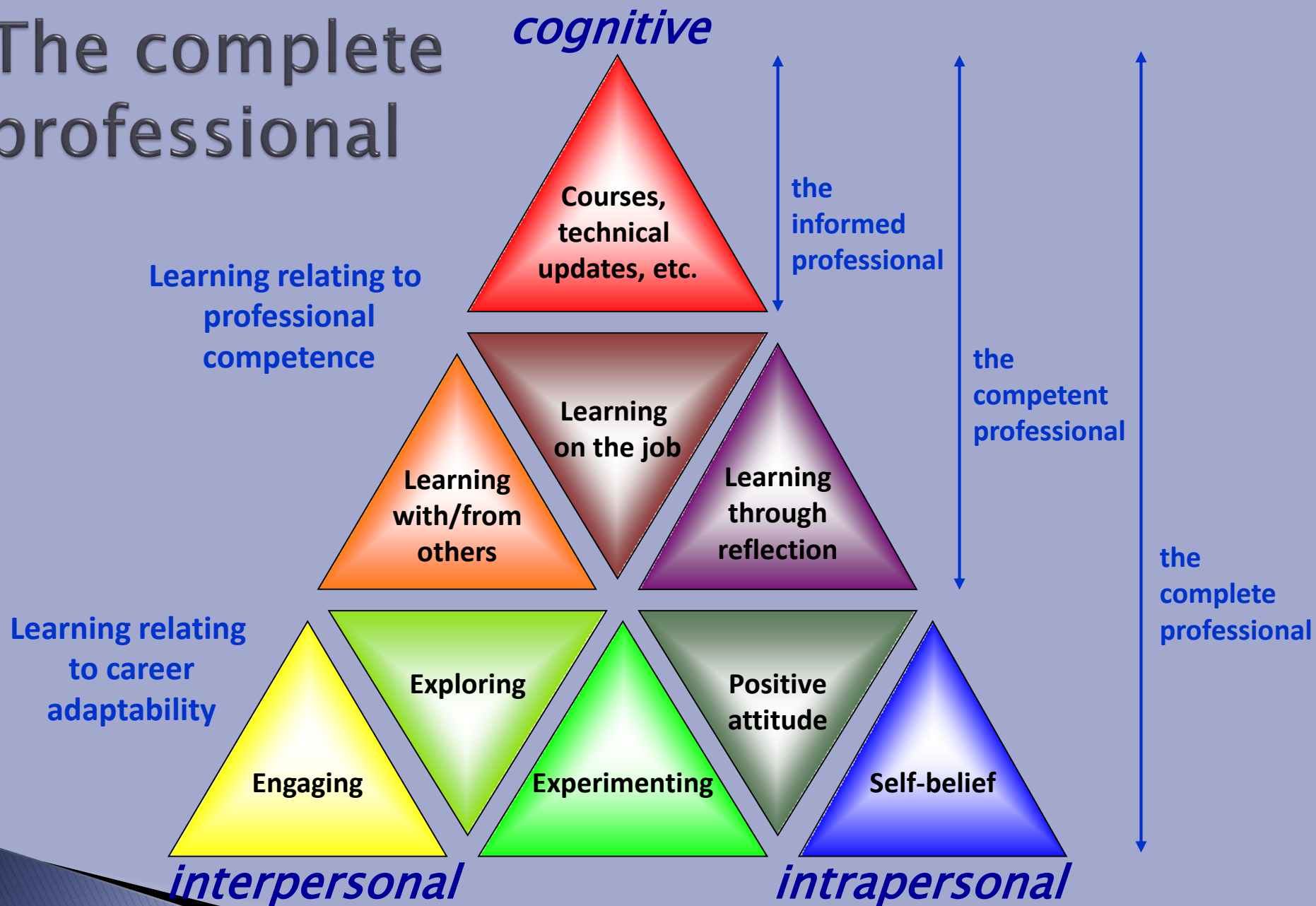
The bottom layer – career adaptability



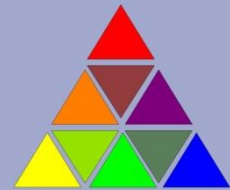
to succeed you need to be good
enough at each of these

N.B. my career adaptability model has
been underpinning CABA's wellbeing
course programme for several years

The complete professional

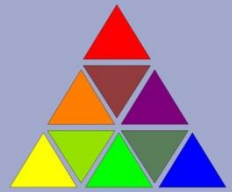


What's in career adaptability



- ▶ **Self belief** – confidence in yourself and what you do
- ▶ **Positive attitude** – being optimistic about the future
- ▶ **Experimenting** – willing to try out new ideas
- ▶ **Exploring** – finding out what is happening out there in order to see whether it might be relevant
- ▶ **Engaging** – interacting with others and with the environment to seek to influence the future

We have default buttons



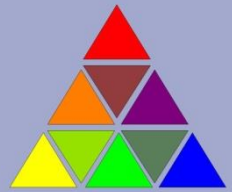
As accountants we are:

- ▶ trained to be critical and spotting things that are wrong
- ▶ good at detailed analysis
- ▶ very structured and checklist driven
- ▶ focused on deadlines, targets, chargeability

But we also need:

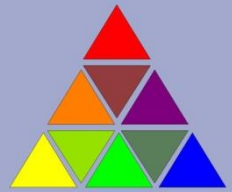
- ✓ self belief
- ✓ a positive attitude
- ✓ to experiment
- ✓ to explore
- ✓ to engage

Self belief



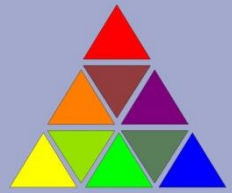
- ▶ Act in line with your values and principles and doing what's right for you
- ▶ Have confidence in yourself and what you do
- ▶ Keep your confidence and competence in balance
- ▶ Work up to your ability
- ▶ Take responsibility for your decisions and actions
- ▶ Be aware of how your emotions influence your response to situations and people

Positive attitude



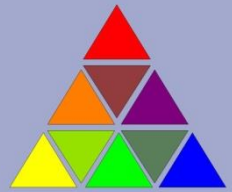
- ▶ Look ahead with an open mind
- ▶ Be proactive as a habit
- ▶ Plan how to achieve your goals
- ▶ Overcome obstacles and finding the strength to keep going
- ▶ Stay flexible and managing your emotional reactions
- ▶ Consider how your attitude might be holding you back

Experimenting



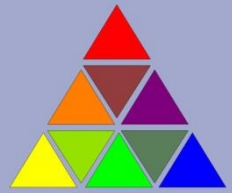
- ▶ Be curious about new opportunities
- ▶ Find ways you can grow as a person
- ▶ Be willing to try different behaviours
- ▶ Seek new knowledge, skills and experience
- ▶ Pilot a new idea or approach to see whether it works
- ▶ Try something new that you find challenging

Exploring



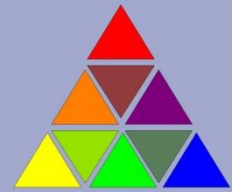
- ▶ Find out what is happening out there to see if it might be relevant
- ▶ Search for information about choices you need to make
- ▶ Make contact with others with interests in common
- ▶ Consider how other people might be thinking and feeling
- ▶ Explore options before making a choice
- ▶ Remain aware of different ways of doing things

Engaging



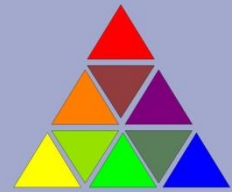
- ▶ Interact with others and with the environment to seek to influence your future
- ▶ Communicate effectively in all contexts
- ▶ Develop effective relationships across your areas of interest
- ▶ Be able to handle conflict and reach win:win solutions
- ▶ Work with others to make a difference
- ▶ Take charge of your future

To have the future you want



- ▶ Learn across all nine areas of the framework
- ▶ Make learning a habit – everything you do is learning
- ▶ Join groups of people with similar interests, such as the ICAEW Faculties and Communities
- ▶ Use technology and the internet to support your learning
- ▶ Explore CABA's courses and online resources
- ▶ Be proactive about your future
 - don't just let it happen to you

Some more background ...



- › Career adaptability video – <https://www.youtube.com/watch?v=K03PKs-9ZB8>
- › Lindsay, H. (2013) *Patterns of Learning in the Accountancy Profession: the Roles of Continuing Professional Development and Lifelong Learning*, Open University (EdD thesis available on ORO).
- › Lindsay, H. (2014) *Adaptability: The Secret to Lifelong Learning*. Bristol: PARN.
- › Lindsay, H. (2016) 'More than 'CPD': a Proposed New Learning Model for Professional Accountants', *Accounting Education: An International Journal*, 25:1, 1–13.

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THANK YOU FOR ATTENDING

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