

Think Ahead

ACCA

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23 June 2017

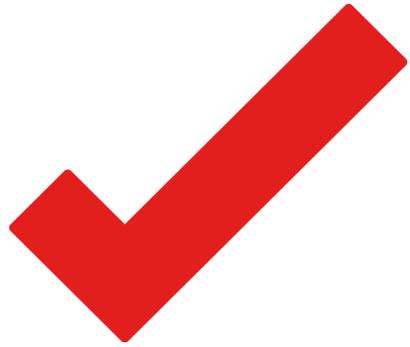
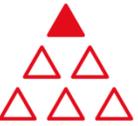
Future proofing the talent pipeline: accounting for 'generation next'





The profession
remains a
valued platform
for a successful
career

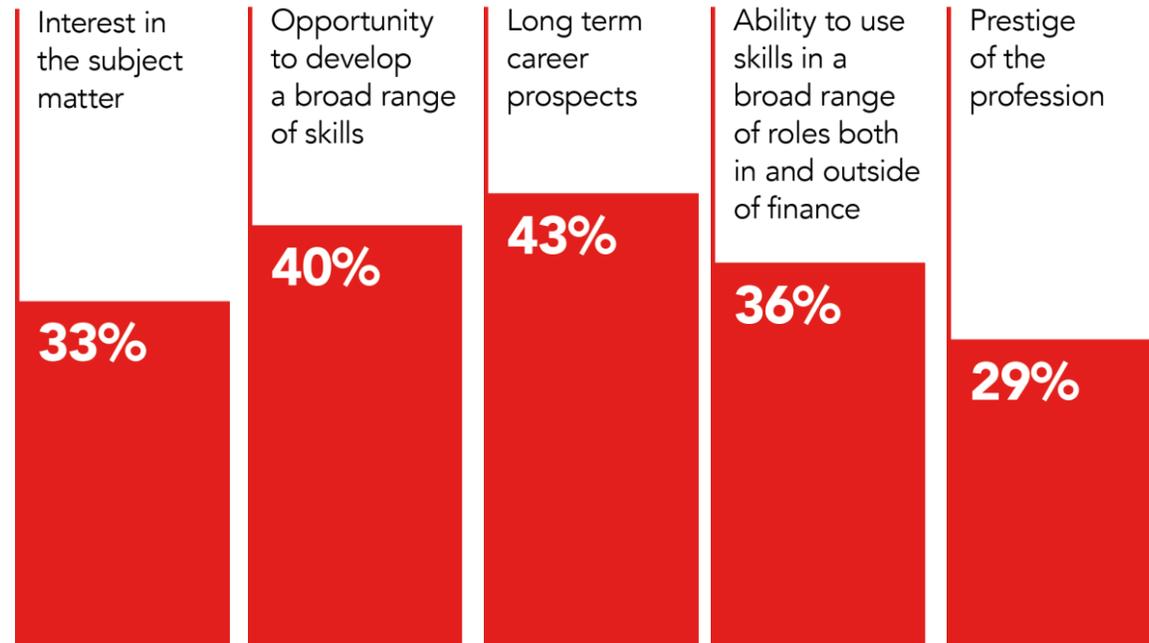
1



85%

AGREE that finance career experience is
VALUABLE for **FUTURE LEADERS**

**WHAT
ATTRACTED
YOU?**



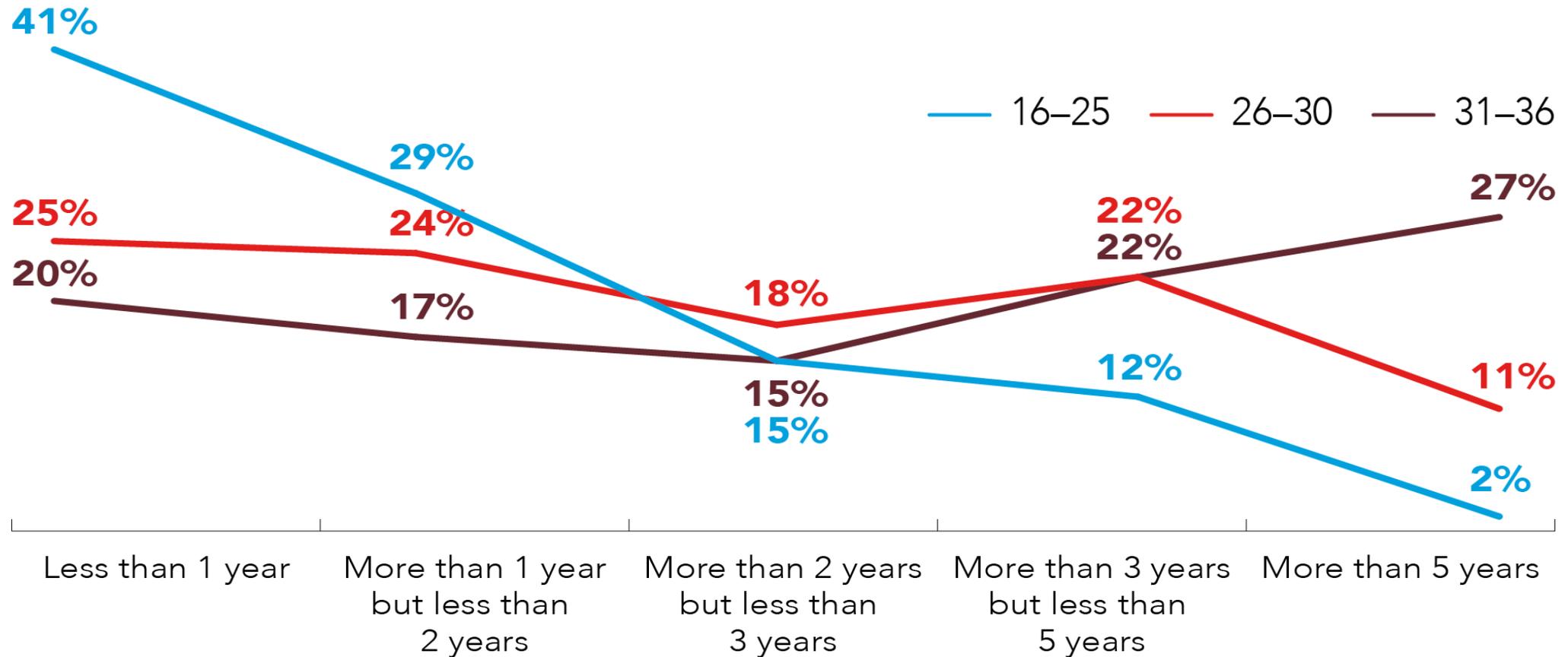


This is
Generation
Now when it
comes to
mobility

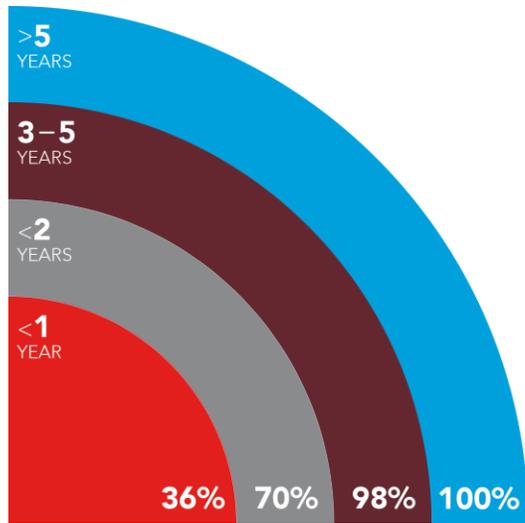
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HOW LONG have you been in your CURRENT ROLE? (by age)

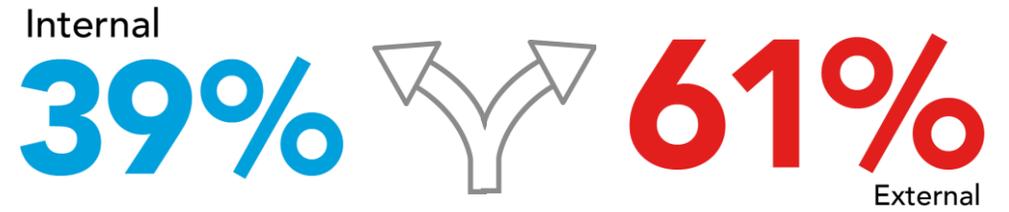


WHEN would you like to move to your NEXT ROLE?

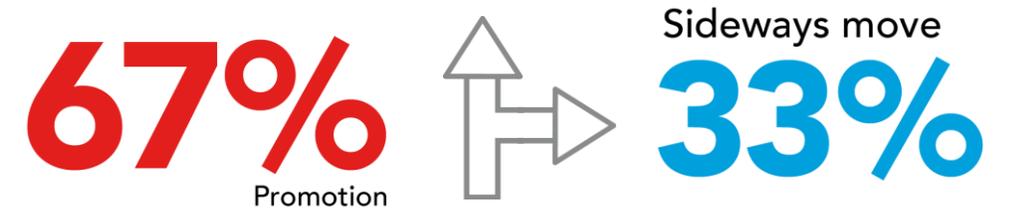


Cumulative percentages

Do you want your **NEXT ROLE** to be **INTERNAL** or **EXTERNAL**?

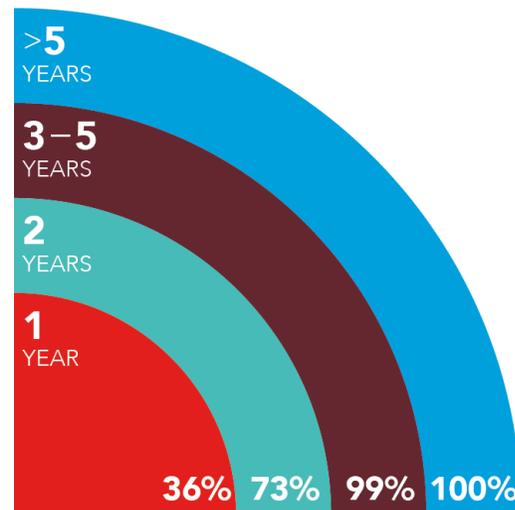


Do you want your **NEXT ROLE** to be a **PROMOTION** or **SIDEWAYS MOVE**?

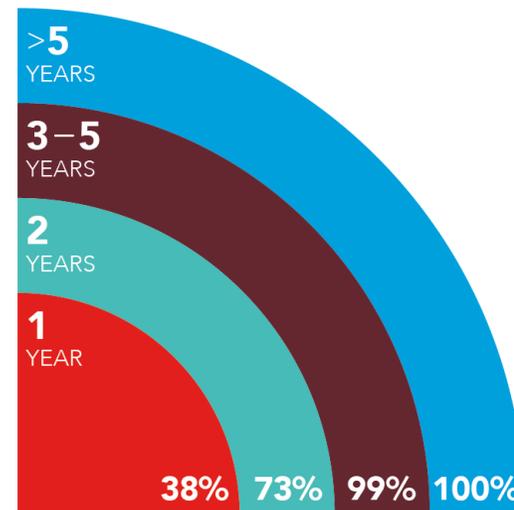


HOW QUICKLY would you like to move to your NEXT ROLE? (by age)

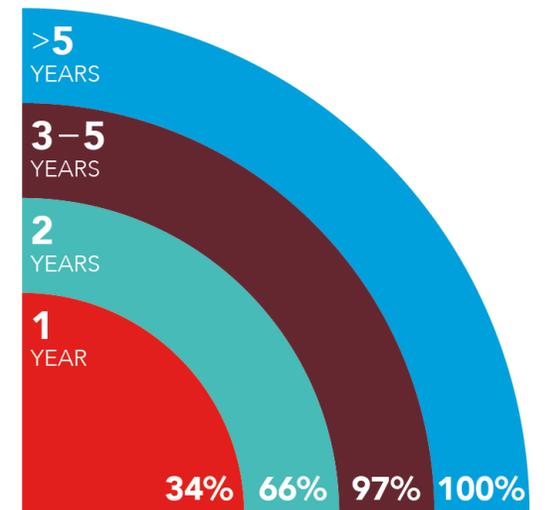
16-25



26-30



31-36



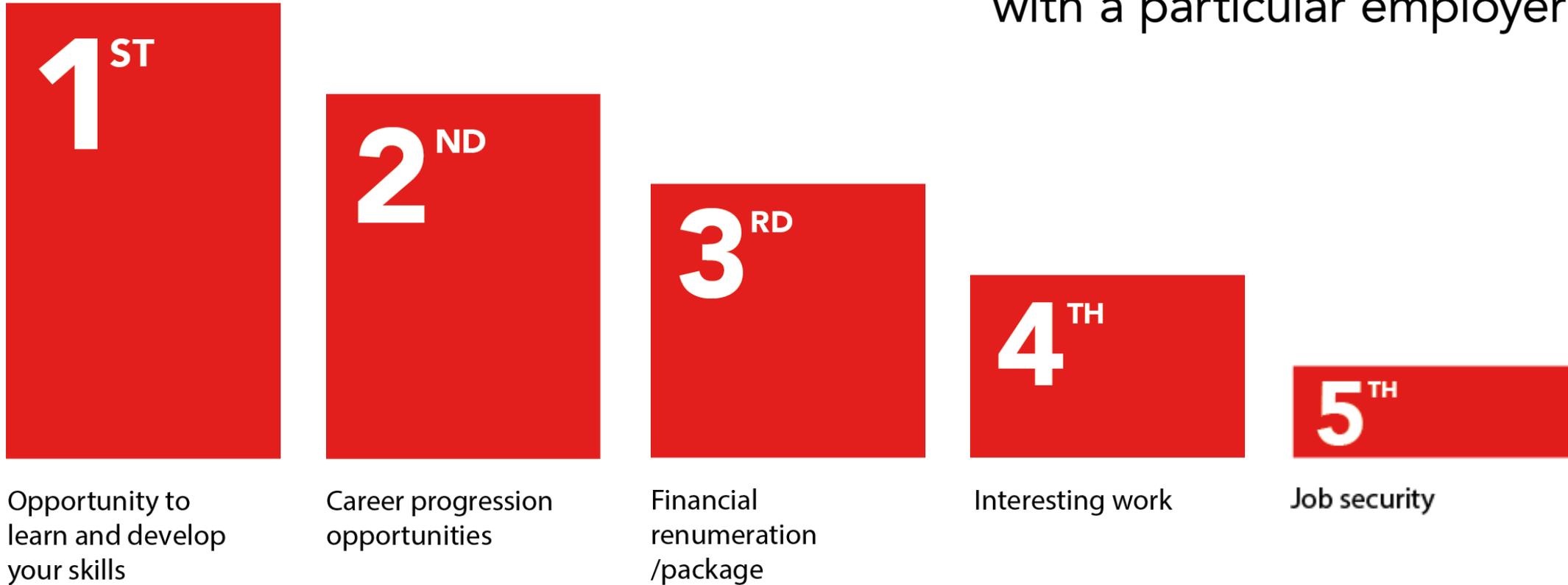


Progression is
key to attraction
and retention

3

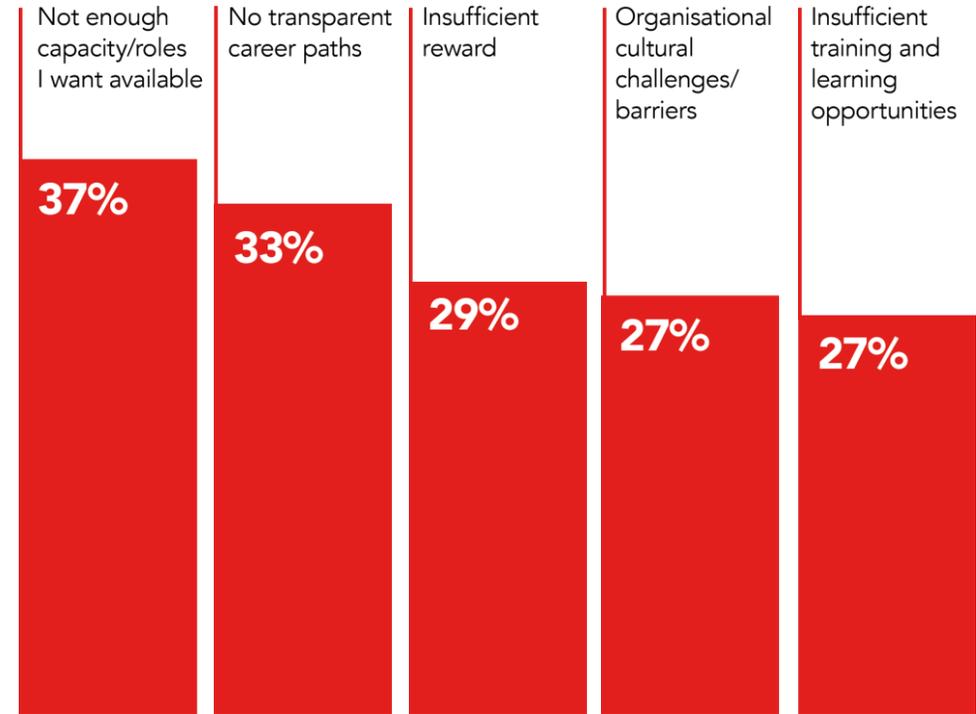
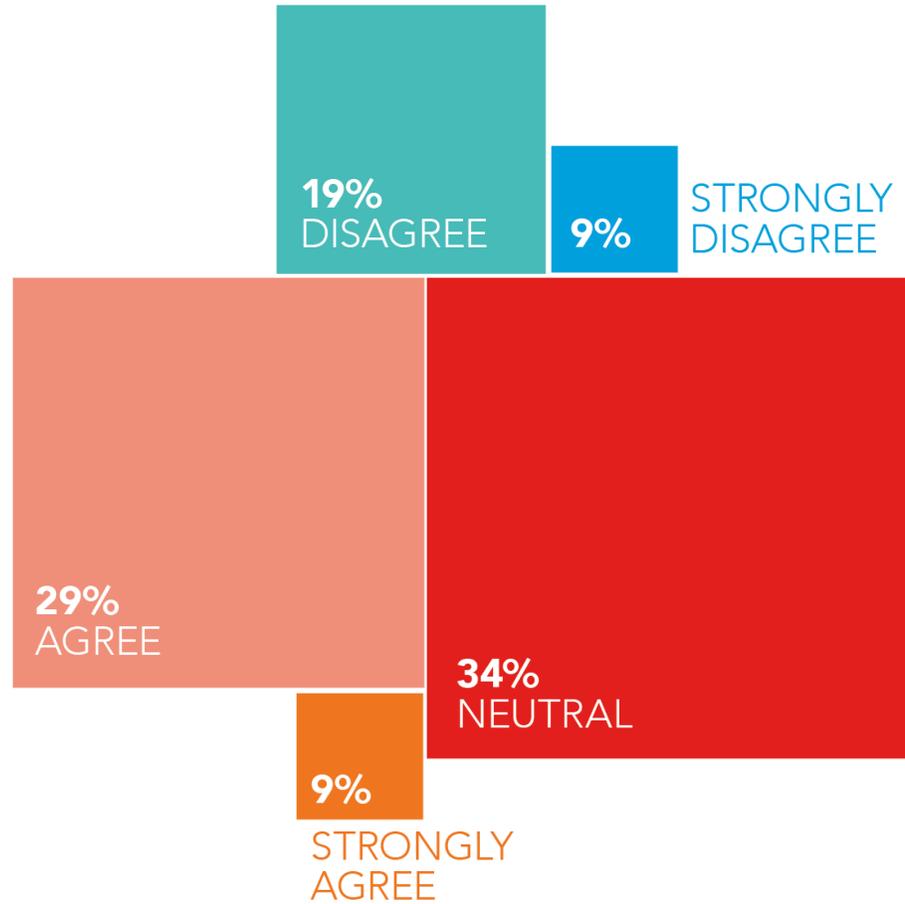


Most **IMPORTANT** factors influencing respondents to **GO TO** and **STAY** with a particular employer





SUFFICIENT career opportunities in CURRENT ROLE?

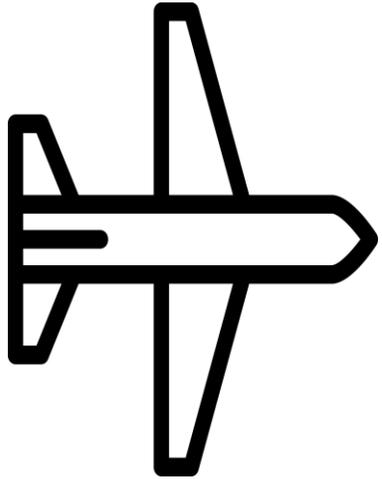


CAREER progression BARRIERS



Global role is
part of career
strategy

4





Finance careers
not necessarily
the end game

5

ENTREPRENEURIAL AMBITIONS?



81%

WOULD LIKE TO
EVENTUALLY START
THEIR OWN BUSINESS



by
GENDER





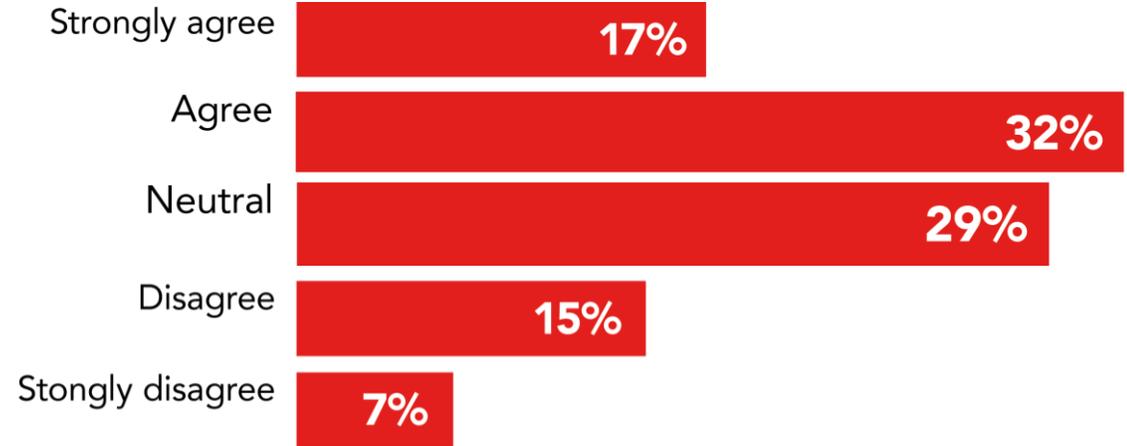
Satisfaction
levels holding
up

6

✓ **48%**

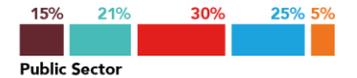
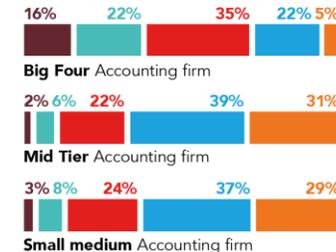
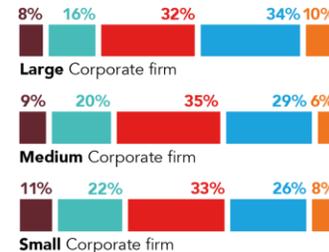
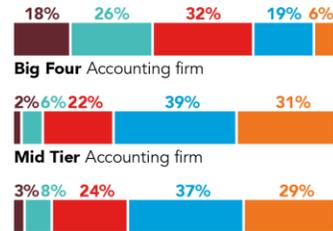
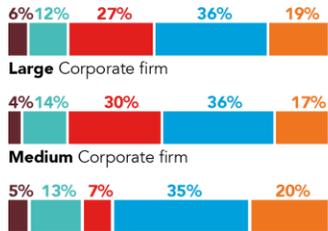
SATISFIED or
VERY SATISFIED

GOOD WORK/LIFE BALANCE? ✓



My **CURRENT ROLE** provides a good **WORK LIFE BALANCE** (by key sectors)

The role provides a **REMUNERATION** level I am **HAPPY WITH**





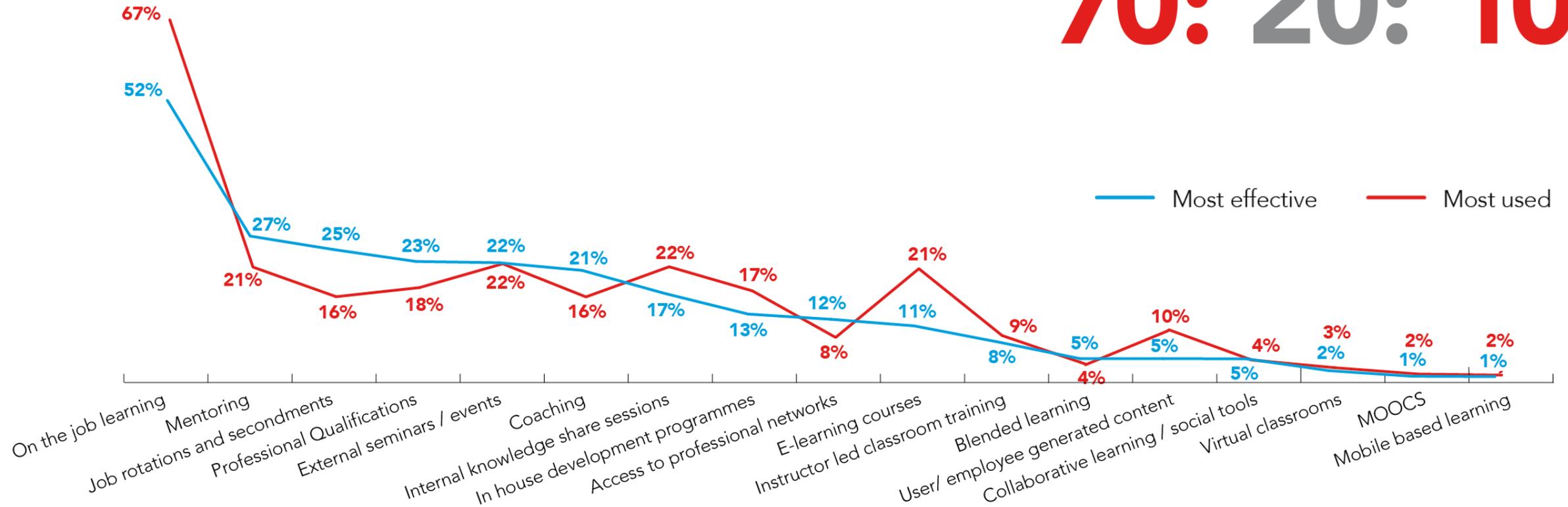
Experiential
learning is key

7

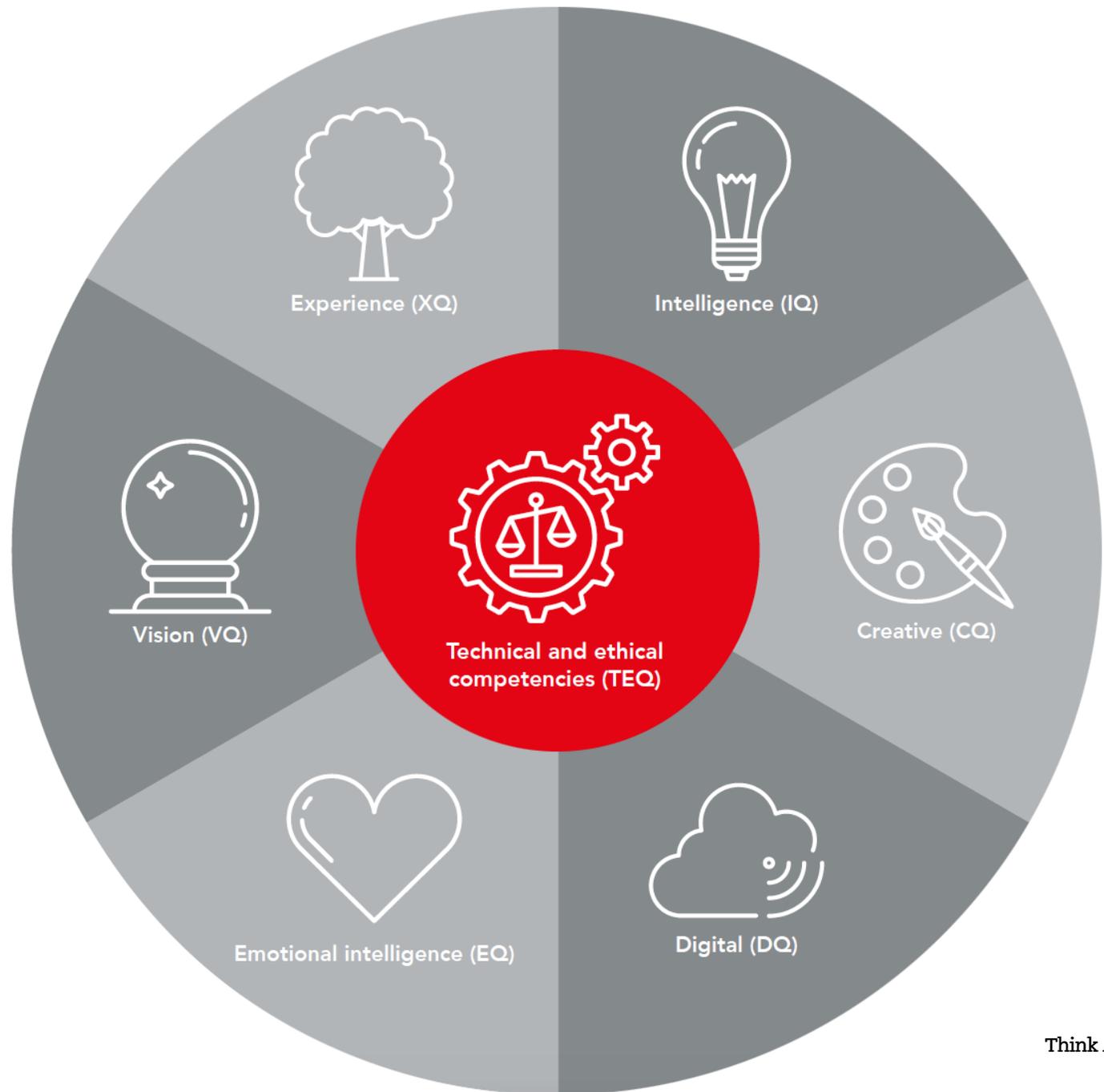


The most **EFFECTIVE** LEARNING STRATEGIES

70: **20:** **10**

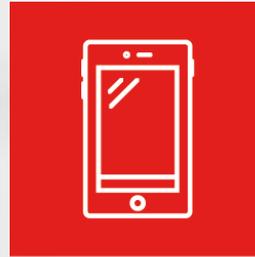


Professional **QUOTIENTS** OF SUCCESS

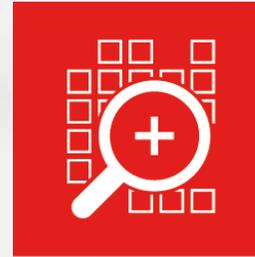


Technology seen as an opportunity

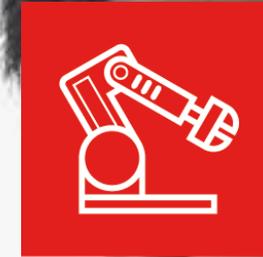
8



1. Mobile



2. Big data



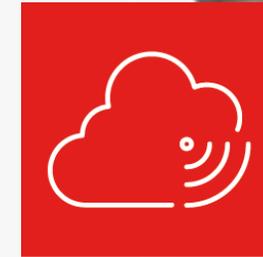
3. Artificial
intelligence
and robotics



4. Cybersecurity



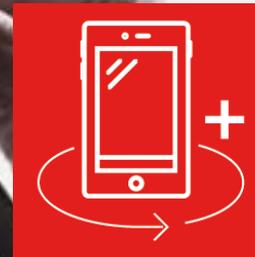
5. Education



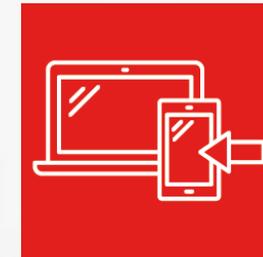
6. Cloud



7. Payment
systems



8. Virtual and
augmented reality



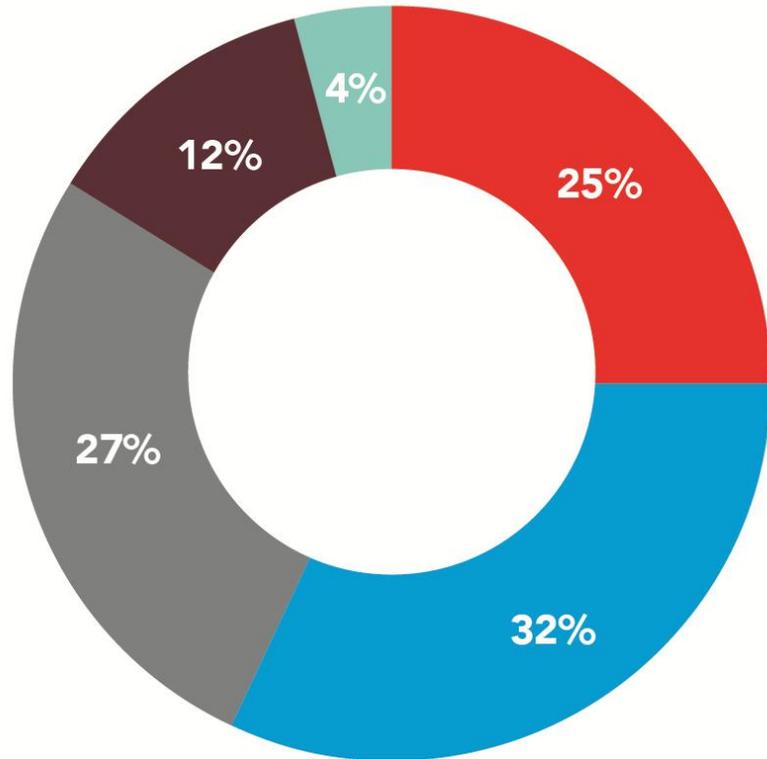
9. Digital service
delivery



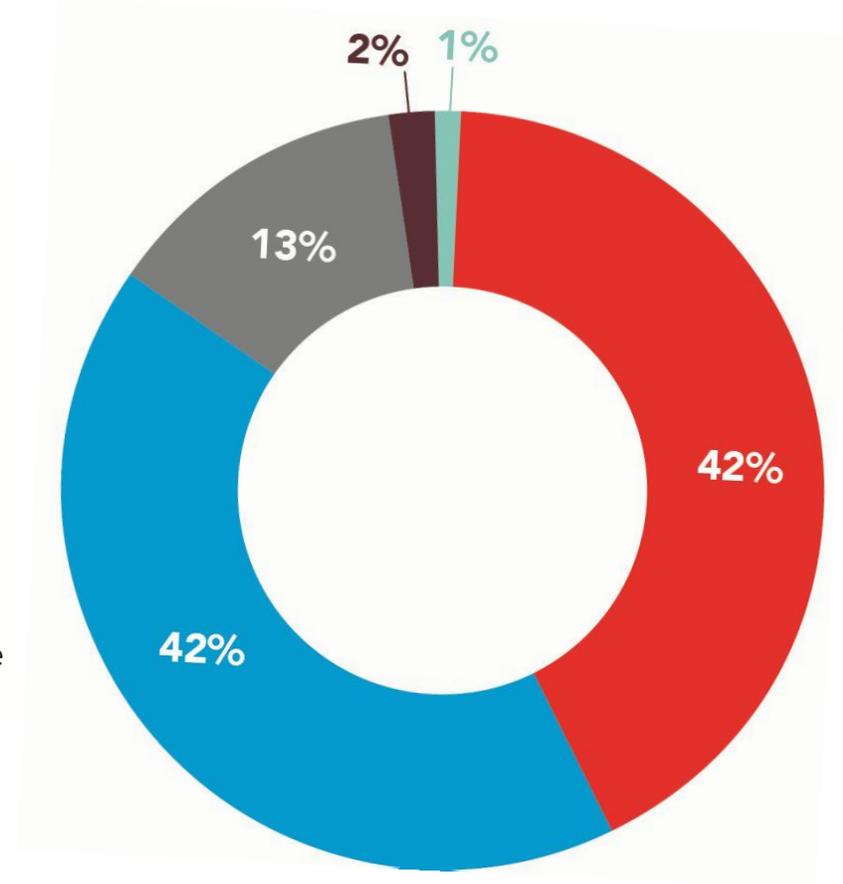
10. Social



TECHNOLOGY
will replace many **ENTRY LEVEL** roles in the profession



TECHNOLOGY will enable
finance professionals to focus on
HIGHER VALUE added activity



- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree



Generation Next:
Navigating
a successful
career



Own your career **1**

Future proof your skills **2**

Create a personal brand **3**

Make change from within the system **4**

Never dismiss a lateral move **5**

Become 'intrapreneurial' **6**

Gain global experience **7**

Look for mentors & sponsors **8**

Lead the way with technology **9**

Always build your network **10**



Generation Next:
What
employers
need to think
about

**Revisit
career
paths**

1

Redesign
learning &
career
support
paradigms

2

Engage
the older
generation in
knowledge
share

3

Allow new
ways of
working
using tech

4

Rethink
succession
planning &
talent
pipelines

5

Harness
Generation
Next's digital
savvy

6

Think
diverse
global
talent pools

7

Manage
expectations,
have career
conversations

8

Rethink
engagement

9

Think Ahead



Thank you