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# Sally Glick, MBA

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**What advice would you give to female college students about the opportunities for women in the accounting profession?**

The opportunities are great today, and I believe the trend is toward increasing, not decreasing, chances at success for women as leaders in the profession. Although women have really only been present in the corporate business community since World War II, the coming millennial generation will push the envelope and will force equality in a way that the Silent Generation and Baby Boomers were not able to do.

**What advice would you give accounting firms on ways in which they can better retain and advance more qualified female staff?**

All young employees entering the workforce today, and especially women who may be juggling a range of responsibilities – including caring for family as well as developing a professional career – will require much more flexibility in scheduling and will appreciate the options of working virtually or part time without being left behind or judged as less than professional. Many firms already are moving towards these changes but all too often there is a stigma attached. These will have to be offered as legitimate alternative work styles.

**What is the name of one book that has been a great influence to you?**

“Emotional Intelligence” – I love the studies that indicate how important the ‘soft skills’ are – for those who want to rise as leaders in their firms. I also liked “Givers and Takers” which exposes a philosophy of sharing that I have tried to embrace.

## **In what ways do you participate in the professional community to**

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differences in gender and generational communication and leadership styles and how to incorporate those differences into a successful and productive firm.

## **In what ways do you participate in your local community to help others?**

I am active in both the business, civic and nonprofit communities in NJ. I am on several boards, including the executive committee of the Center for Nonprofits, and I am currently the President of the Association for Corporate Growth – NJ; previously I served two years as President of my Temple as well. Combining my efforts, and recognizing my specific support of the nonprofit community provides a balanced perspective of my contributions.

## **What changes do you foresee in the accounting profession of the near future (3-5 years)?**

I think the profession will continue to embrace diversity, attracting more women and minorities and the leadership within the firms as well as at the state chapters and AICPA will be forced to reflect those changes. The acceptance of more informal schedules and the need to identify new ways to be profitable within firms' evolving framework will take as place as well, because the changing workforce will bring a change in attitude and demands.

## **How do you see yourself participating in shaping the future of the accounting profession?**

I anticipate that a marketing and business development philosophy will continue to play an ever growing role in the firms of the future – becoming essential – and being recognized as a complement to the client service philosophy that dominates most firms today. They are both critical approaches and must be blended for any firm's sustainable success.

**Describe one person who has been an important mentor to you and how that**

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needed to do my job and interestingly, not much has changed for me over the decades.

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