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professionals, they can get it all right here. Additionally, I would encourage them to add some components to their education in entrepreneurial studies, marketing and public speaking. Accounting is far more than the standard accounting curriculum most universities require.

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

Stop thinking in terms of the way it has always been, and start thinking about what could be. There are women who are rising to the top in all professions, and when you look at the number of entrepreneurial companies that have started recently with women at the helm, it is astounding. Women need to be mentored, encouraged and have a voice in how YOUR firm changes in order to welcome them to the partner table. Listen to them, educate yourself on what they need and want, but most importantly change how you are looking at the profile of a partner, and open your mind to new possibilities.

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

The 5 Dysfunctions of a Team by Patrick Lencioni.

In what ways do you participate in the professional community to change/improve the accounting profession?

I think there are several ways:

- i. I have written 2 books – The Journey Ahead: A new roadmap to Collaboration in Your firm and The Engaged Employee.
- ii. I speak at state societies and associations at least 15 times per year
- iii. I participate in social media – twitter, LinkedIn, Facebook, etc...

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

I participate in my local community by being active in my church and the local

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mindset will be the difference that will create opportunity as we move forward.

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

I love change. Not change for simply change sake, but change that will create new skills, new opportunity and new value for others. Helping others find their path and success is imperative to my own personal growth.

Describe one person who has been an important mentor to you and how that person helped shape the direction or focus of your professional life.

This is always the hardest question I get! I think there are 2 people who are linked together. Gary Boomer, my partner and the person who saw in me more than I saw in myself. He encouraged and opened the door for me to build the career I have today. He also led the charge in getting our entire company actively involved in The Strategic Coach where I met my friend and coach, Shannon Waller. Shannon is the person who gives me fully honest, uncensored and valuable tips and tricks as I develop my career. I fully trust her to give me the advice I need to develop a career I am very proud of.

[Click here to see the other honorees](#) of the 2015
“Most Powerful Women in Accounting” awards.

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