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Teresa Mackintosh, CPA.CITP

President & CEO

CCH US, a Wolters Kluwer business

www.cchgroup.com

Education: BBA and MBA, University of Michigan

Professional Associations: AICPA

Hobbies: Exercise, leisure reading and home projects.

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My advice to women in any profession is to seek the balance that makes the whole you, happy. There are no magic equations to get promoted, or find balance. The reality is that “work life integration” is about as good as it gets. If the partner/executive path is what you are seeking, go after it. Take on assignments that make you uncomfortable, regularly.

What advice would you give accounting firms on things they could do to better retain and advance more qualified female staff?

I see the most successful accounting firms embrace technology and the flexibility it can bring, to attract and retain the best staff regardless of gender. As balancing work and family has historically fallen heavily on females, this need for current technology and workflows can especially impact attraction and retention of women professionals.

Do you think that there is still a glass ceiling in accounting firm senior management and partner levels, or that the profession has moved to a mostly gender neutral state?

I believe the profession has largely moved to a gender neutral state.

How have you managed to balance your professional and personal life obligations, whether that includes family, etc?

I believe in work/life integration. The demands of my position entail both a large quantity of work and extended hours. I find that I use technology and mobile devices to stay connected – whether to home from work, or vice versa. I am always reachable. I also find that I need to prioritize and protect those priorities from the daily inbox creep. Part of this is engaging in whatever activity I am participating in. I try to be fully mentally present, and multitask less during key things.

How mobile are you regarding your work? How have mobile devices and apps

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What is your favorite professional mobile app, and why?

My new favorite app is CardMunch. In my travels to customers and offices, I exchange a lot of business cards with people. CardMunch allows me to take a picture, and automatically creates the contact and links with LinkedIn.

What do you like to do when you actually have free time without any obligations to work or family? (Examples: reading, wine and movies, tv, art, travel, exercise, cooking, etc).

Sleep! A spa day would also top the list. On a more regular basis, red wine, roaring fire, and a good book keep me sane.

Technology

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