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## **Edi Osborne, CSPM, CPVA, CPBA**

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

The sky's the limit! There's never been a time to design the career of your dreams. As the profession moves toward a multi-disciplined approach to serving clients, you have both a rock solid foundation as an accountant and the opportunity to expand your area of expertise in so many non-traditional areas such as advisory work, technology, financial services, etc.

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

I believe the profession needs to provide a more flexible path to partnership. One that allows for part-time leadership roles during a woman's family focus years.

**3. 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?**

The millennial generation is gender neutral. They seem to have a much better grasp on the concept of diversity. It will take time, but we will eventually get there as the younger staff take on more leadership positions.

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

A good marriage and/or support structure. You can't have it all at one time, but you can find a balance if your firm is supportive and you have a supportive husband/partner.

**5. How mobile are you regarding your work? How have mobile devices and apps impacted your productivity and work-life balance?**

I am completely mobile. I am able to conduct business from anywhere/anytime.

## 6. What single piece of technology could you absolutely not live without, and

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