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Amy Pitter, JD

2018 Most Powerful Women in Accounting

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and 3) everyone needs a sponsor – someone who opens doors for you. In the past there were not enough women in powerful positions to sponsor younger women and now there are BUT men can sponsor you too, so network, and don't be shy about it.

What would you suggest to accounting firms that are interested in retaining and advancing more qualified female staff?

What we are seeing is that policies that used to be considered “women's issues” are now everyone's issues and we are seeing most firms put in policies for flexible work arrangements including working remotely, unlimited PTO, more generous maternity and paternity leaves, etc. But this is the least firms should be doing. We are also seeing the most progressive firms doing things like creating paths to partner for part time employees. Another important retention tool is being transparent about the path to partnership and providing support for the personal and professional development it takes to get there. Finally, make sure that you have the tools in place to encourage a diverse and inclusive workplace. Be intentional about looking at unconscious bias and making sure that staff at all levels understand your commitment to diversity

Why did you choose to work in – and stay in – the accounting field?

I've returned to the accounting field after many years helping state and federal agencies achieve business transformation. There is no question that the accounting profession is in a time of transformation thanks in part to technology and thanks in part to the increasingly complex problems our clients need help with. I'm always inspired and energized by disruption and transformation since that is the time of greatest opportunity.

What are you currently reading?

Canada, by Richard Ford

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

Helping our members to understand the nature of the changes that are coming and providing the support they need to be equipped to profit from it!

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.

I had a boss almost 20 years ago who presented me my first executive level opportunity (In Australia no less!). He gave me the best professional advice I could have gotten at the time to transition into a true leadership role. He told me I needed to do less and think more and that would be the only way I would have the space to be truly strategic. It was very hard advice to follow, but I'm so glad I did!

Please share a personal rule or principle that you follow.

To leave every person, interaction, project, whatever better than if I had not been there.

[See the full list: 2018 AICPA / CPA Practice Advisor Most Powerful Women in Accounting.](#)

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