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**Lynne Doughtie, CPA**

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**What steps would you offer to employers to be more effective in retaining and advancing women?**

Employers who successfully retain and advance women provide challenging and rewarding career experiences to all. They foster an environment that expects open dialogue around employees' aspirations and ensures there are sponsors accountable for successful outcomes for top female talent.

**Why did you choose to work in – and stay in – an accounting related field?**

I chose and stayed in the accounting profession because it offered continuous learning, the opportunity to work across multiple disciplines in teams with brilliant people, and to engage in work that matters.

**What book(s), blog(s), or podcast(s) do you recommend that have guided you on your journey?**

I've always enjoyed biographies and historical books where we can learn from the past. I recommend *Return of Integrity* by John Blumberg on the importance of knowing and living your core values.

**McKinsey & Company issued their [2020 Women in the Workplace study](#) that basically says that the current pandemic is starting to impact the strides women, especially women of color, have made in the profession. What advice would you give to employers to support women during this time so that the future of our workforce isn't negatively impacted?**

The current pandemic is affecting each of us in different ways. For parents with school-age children the demands are significant and solutions will vary family to family. It is important for employers to actively engage in conversations that allow

women to speak openly about what's working and not working in this environment

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

My mother, Charlotte Martin, was my most important mentor. She was a great mom, successful in business and cared for others in profound ways. She didn't tell me how to achieve success, she showed me and with the greatest humility and grace.

**Please share a personal rule or principle that you follow.**

A personal rule I follow is know what you stand for at your core, and reflect on it daily to ensure you never drift from or compromise your values.

Read more about the [2020-2021 Most Powerful Women in Accounting Winners](#).

Accounting

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