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Scharrell Talley Jackson

2020-2021 Most Powerful Women in Accounting

COO

Lendistry

What advice would you give others following in your similar path about the

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Create a recruiting strategy that ties women's advancement and retention to the partner compensation, consistent with a D&I strategy. Continue to educate leadership/partners on the benefits of having women at the table and ensuring they have a voice and a vote. Being intentional about retaining and advancing women will elevate your talent, diversify the thought, and increase the bottom line.

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

As one of the few female leaders in the C-suite, I believe I have a responsibility to pave the way for the women who will come behind me. Being the only one in the room can be to our advantage, and we should maximize every opportunity that comes our way.

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

I am an avid reader, *Lean In*, *The Male Factor*, *Habits of a Godly Woman*, *How Great Women Lead*, *Integrity*, *Do it Afraid*.

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?

I would encourage employers to consider a more flexible work environment that is not tied to hours but deliverables. I would also encourage employers to have a safe place for women and leadership to openly collaborate about their female employees' needs to ensure the initiatives are aligned with their population.

What advice would you share with young women CPAs striving to achieve similar

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Victoria Collins and Russell Williams both have equally shaped me personally and professionally. Each of them poured into me to ensure that I had the confidence, courage, and integrity to lead with vigor. Each of them told me the truth when I was wrong and guided me when I was unsure. Each of them poured into my being and encouraged me when I wanted to give up. They taught me to focus, expect greatness, and celebrate my wins. Lastly, during the most challenging times of my career, they dried my tears and reminded me that I would one day be resilient, and they were right.

Please share a personal rule or principle that you follow.

“Life is a choice, and your destiny is up to you; it is the mantra by which I live. I remind myself that it is imperative that I continue to strive for what I want and that I do not yield to my feelings or what I think. I must focus on what I know and that is every day I have a choice, and I purpose to win, only expecting great things in the end. Leading to make a positive difference in the lives of others.

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

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