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mental and physical health programs, and 84% reported a strong work/life balance.

Dec. 12, 2022



The AICPA & CIMA, which together form the Association of International Certified Professional Accountants (the Association), is officially a [Great Place To Work](#), say seventy-four percent of Association employees in Malaysia, the U.K. and the U.S.

With a team of more than 1,300 employees, the Association has a long tradition of promoting from within, offering competitive salaries and rewarding accomplishments.

Great Place To Work, an independent consultancy group and global authority on workplace culture, ran a confidential trust index survey of AICPA & CIMA employees,

asking about key areas that can lead to higher workplace trust. The Association

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greater place to work,” said Sue Warman, vice president of people, AICPA & CIMA. “Our organization is only as good as each individual team member, and becoming Great Place To Work® certified better positions us to attract top talent now and into the future.”

Why AICPA & CIMA is a great workplace

Some of the strategies the Association has employed to ensure it evolves as an accounting membership body and as a Great Place To Work for years to come include:

- A market-competitive salary and benefits package that is reviewed yearly;
- A Diversity, Equity and Inclusion (DEI) Council made up of global volunteers;
- Worldwide office closures in recognition of World Mental Health Day;
- Personal and professional development opportunities, including free Continuing Professional Education/Continuing Professional Development courses;
- Free and confidential access to mental health professionals through the Employee Assistance Program; and,
- Ongoing staff recognition via the YouEarnedIt program.

A focus on mental health and a welcoming atmosphere

Long-time employee Alfonso Olaiz, MBA, senior strategy manager for the AICPA, cites the Association's approach to mental health as a critical factor in his success at the organization.

“I've always felt that not only do my work contributions matter but that also my personal well-being is important, and work/life balance and mental health are valued and encouraged,” Olaiz said. “When I think about my work at the Association, I think in terms of people.”

Tariro Mutizwa, ACMA, CGMA, CA(SA)(Z), regional vice president, Africa, found the

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