



A life-long learning attitude

Why do employers around the world and in a variety of sectors recognize and often prefer professional qualification? It is not only because they can see the title after a candidate's name in recognition of success in their studies, but the employer can also see commitment to sound ethics and practical experience gained while training.

Like many other professionals, finance professionals are required to complete continuing professional development (CPD) throughout their careers and to declare their progress on an annual basis in compliance with CPD requirements. These CPD Standards and requirements for members of a professional body are necessary to be a member of IFAC, the International Federation of Accountants, an organization that gathers over 173 member organizations and associates with over 2.5 million accountants and finance professionals globally.

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Managing the talent pool as a part of the HR agenda covers, to a great extent, identifying the best individuals on the market and working with existing employees, as they all need to work on continuous development. Even individuals identified as self-motivated need structure and development strategy.

We asked two HR professionals for some tips of best practice for developing the right professional mentality and providing a life-long learning environment.



Andrea Pleschová,
Manager HR Services
at TPA Horwath

What is the best practice in your company for developing employees' life-long learning attitudes?

The first and most important practice is good recruitment. The second one is a company culture based on continual development and growth strategy. If you hire staff with self-motivation and intelligence, they will be able to implement the learning culture independently. In such a case you only have to create a relevant environment and provide tools for them.

Is learning mentality tested during your recruitment process?

Self-motivation and willingness to grow (personally and professionally) are the basics that we look for during recruitment because advisory firms are based on endless formal and informal education. Recruitment is one of key factors that determine the future success of the whole firm.



Iveta Kompišová,
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What is the best practice in your company for developing employees' life-long learning attitudes?

We invest in the training of

our employees, from pre-job training to on-the-job training and management training, to help employees grow and improve as it drives the growth of our company in the end. We fit a constant development program to each strategic position in the group. We strongly support constant professional development. For instance our Internal Audit members have the possibility to gain ACCA (The Association of Chartered Certified Accountants) and CIA (Certified Internal Auditor) qualifications. Our company is highly supportive of this as we work in 27 countries and everyone needs to have the same knowledge and skill level globally. Employees also have the opportunity to participate in different soft-skill development trainings that help them conduct their job at a more professional level, here we see the benefit for both the employee as well as for our group. Each year we have more than 40 trainings for our employees – soft skills, hard skills, and professional qualifications, and we plan to offer even more in the future.

Is learning mentality tested during your recruitment process?

I would say that learning mentality is more likely investigated, than tested, through the in-depth job interview. During our selection process, we try to find out whether candidates are willing and motivated to develop themselves, what kind

of trainings/courses they have already attended, and what are their plans for the future in terms of learning and constant development.

The finest benefits a professional membership body can provide include improved career progression opportunities and a very attractive earning potential. A world-class reputation means that the qualification is recognized all over the globe, allowing members international mobility in their career. In addition, global qualifications often drive global standards of professionalism and ethics.

Partnership with other professional bodies also enables members of both organizations – subject to certain conditions – a clear pathway to one another's credentials based on a rigorous content and curriculum review. And with that comes more skills and further development.

Continuing professional development is designed to help members maintain and develop the knowledge and skills they need to succeed in today's dynamic and demanding business environment. Not complying with CPD is a reason for removal from the global register of finance professionals, which can practically be the end of a professional career in finance in some countries. I strongly believe that a good understanding of on-going development helps to manage what Warren Buffett describes as "Risk comes from not knowing what you're doing".



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