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well as allow you to grow to the level that works into your career plan.

2. What advice would you give accounting firms on things they could do to better retain and advance more qualified female staff?

Stop trying to replicate yourself and your abilities and start looking at the amazing attributes of the staff that are in your midst. Today we know that more than 50% of your emerging leaders are female and many of them are choosing to go to public companies because they feel there will be more acceptance and more flexible opportunities. Prove them wrong! Ask your female professionals what it will take for them to stay and excel in your firm.

3. Do you think that there is still a glass ceiling in accounting firm senior management and partner levels, or that the profession has moved to a mostly gender neutral state?

I would like to think that the glass ceiling is broken, but if it was broken we would see more women in the partner seats. I do believe that most firms are trying to change things, but it is slow moving. We have been talking about how “time will change things” for almost 20 years. I say now is the time to make dramatic change.

4. How have you managed to balance your professional and personal life obligations, whether that includes family, etc?

Developing a strong team both at home and at the firm is essential to successful management. My family has to understand the importance of my work and my workmates have to understand the importance of my family. One other thing is that I had to get over my personal guilt feelings of not giving enough to one side of my life or the other. It is ok not to be perfect. Just keep saying that over and over!

5. How mobile are you regarding your work? How have mobile devices and apps impacted your productivity and work-life balance?

I am completely mobile. I can – and have – worked from anywhere. My iphone,

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7. What is your favorite professional mobile app, and why?

Only one?" There are 2 that tie for my favorites. Bill.com for paying bills for the business and Tallie for submitting expenses. Both make my life much more productive.

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