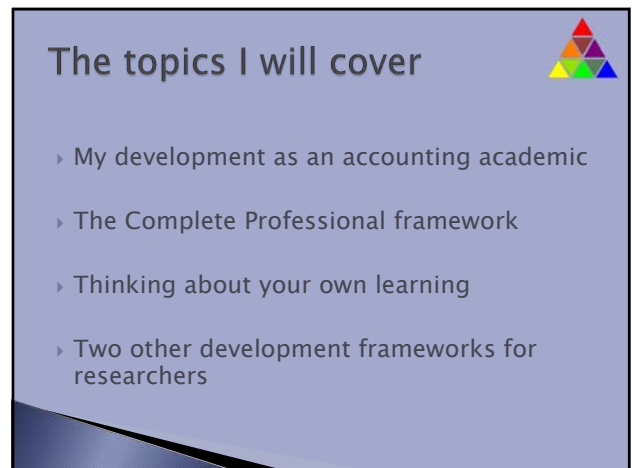


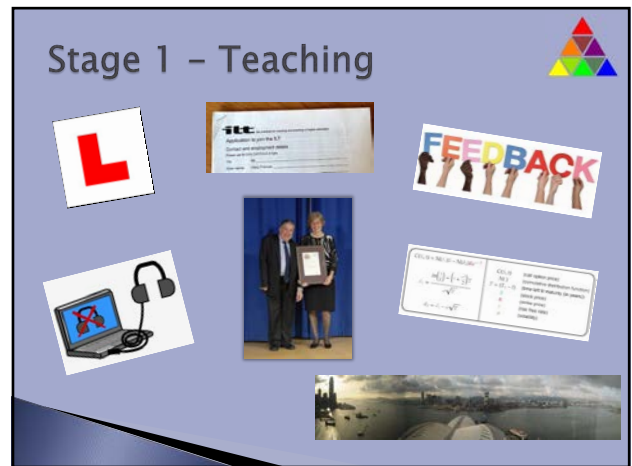
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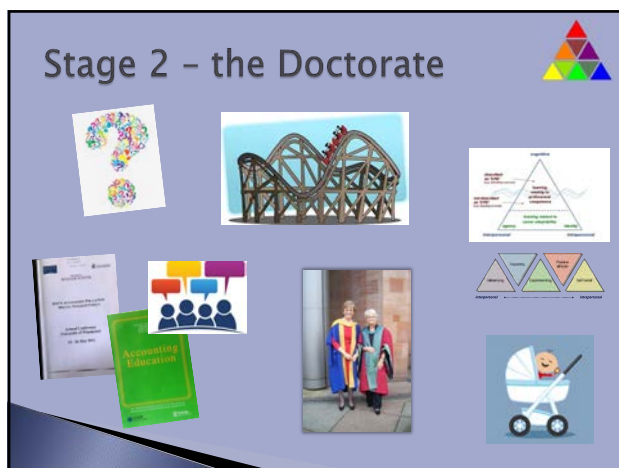
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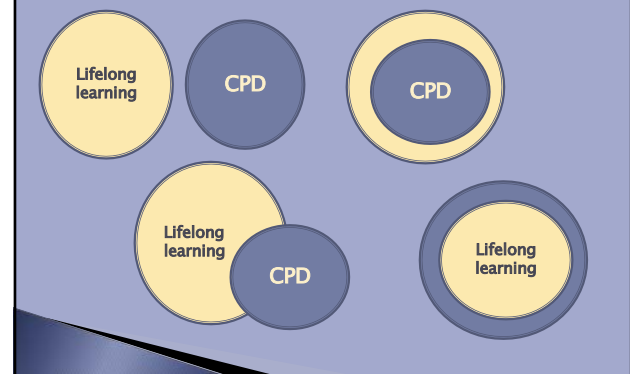


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## The Complete Professional Framework

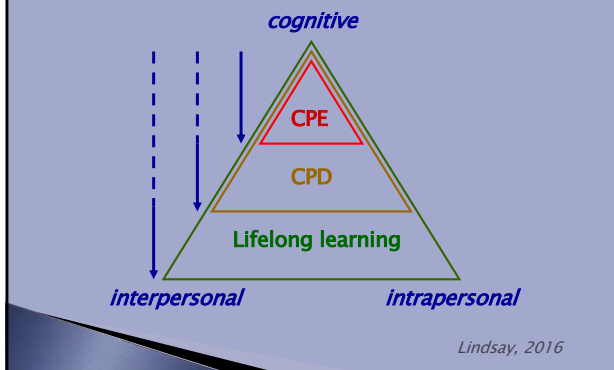
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## CPD and lifelong learning



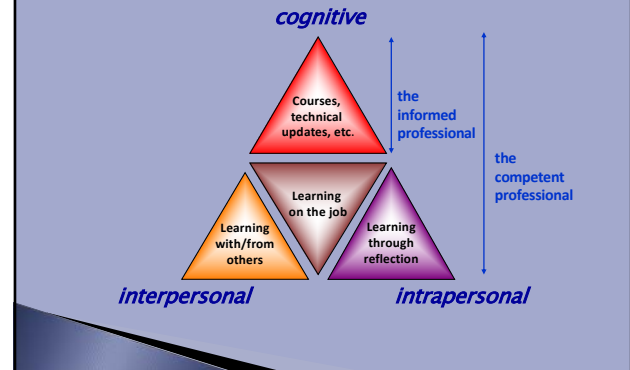
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## Learning evolution



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## The competent professional



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## What to call lifelong learning

- › 'Resilience' seemed promising – but I also needed forward momentum
- › A thesaurus helped me identify 'adaptability'
- › I then came across the concept of **career adaptability**, described as 'the conscious and continuous exploration of both the self and the environment, where the eventual aim is to achieve synergy between the individual, their identity and an occupational environment.'

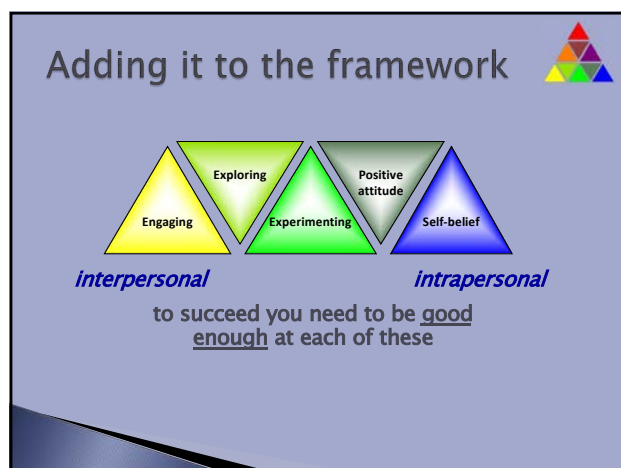
*Bimrose et al., 2011, p.5*

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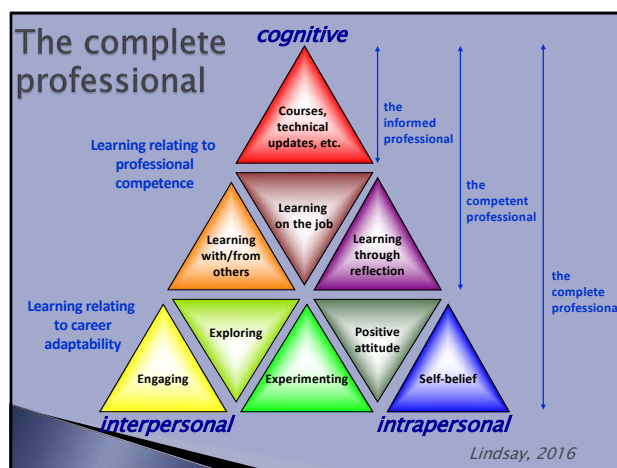
## What's in career adaptability

- › **Self belief** – confidence in yourself and what you do
- › **Positive attitude** – being optimistic about the future
- › **Experimenting** – willing to try out new ideas
- › **Exploring** – finding out what is happening out there in order to see whether it might be relevant
- › **Engaging** – interacting with others and with the environment to seek to influence the future

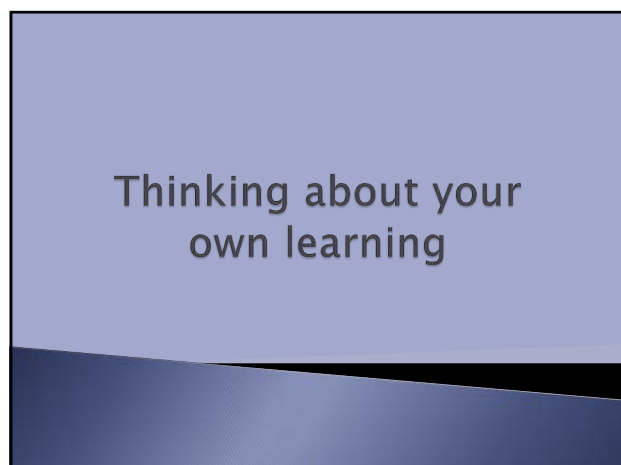
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### We have default buttons

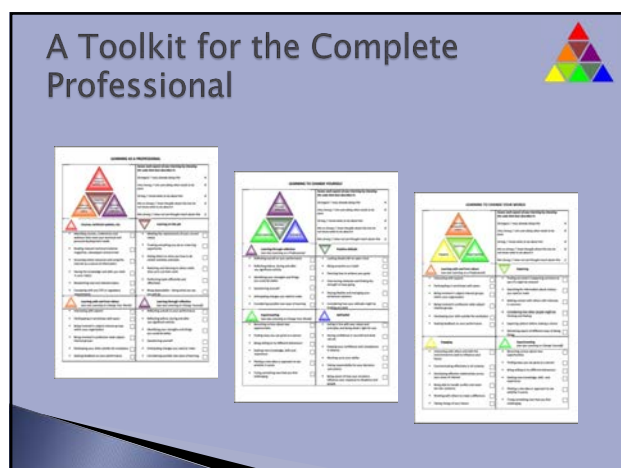
As accountants we are:

- ▶ trained to be critical and spotting things that are wrong
- ▶ good at detailed analysis
- ▶ very structured and checklist driven
- ▶ focused on deadlines, targets, chargeability

**But we also need:**

- ✓ **self belief**
- ✓ **a positive attitude**
- ✓ **to experiment**
- ✓ **to explore**
- ✓ **to engage**

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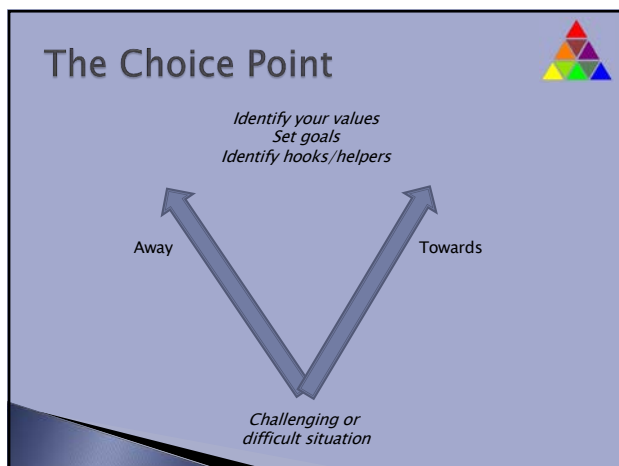


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### Self belief

1. Acting in line with your values
2. Having confidence in yourself & what you do
3. Confidence and competence kept in balance
4. Working up to your ability
5. Taking responsibility for your decisions/actions
6. Are your emotions influencing your responses?

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### Positive attitude

1. Looking ahead with an open mind
2. Being proactive as a habit
3. Planning how to achieve your goals
4. Finding the strength to keep going
5. Stay flexible & manage your emotional reactions
6. Might your attitude be holding you back?

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### Experimenting

1. Becoming curious about new opportunities
2. Finding ways you can grow as a person
3. Being willing to try new behaviours
4. Seeking new knowledge, skills & experience
5. Piloting a new idea or approach to see if it works
6. Trying something new that you find challenging

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### Exploring

1. Finding out what's happening to see if relevant
2. Get information about choices you need to make
3. Contact with others with interests in common
4. Consider how others might be thinking or feeling
5. Exploring options before making a choice
6. Remain aware of different ways of doing things

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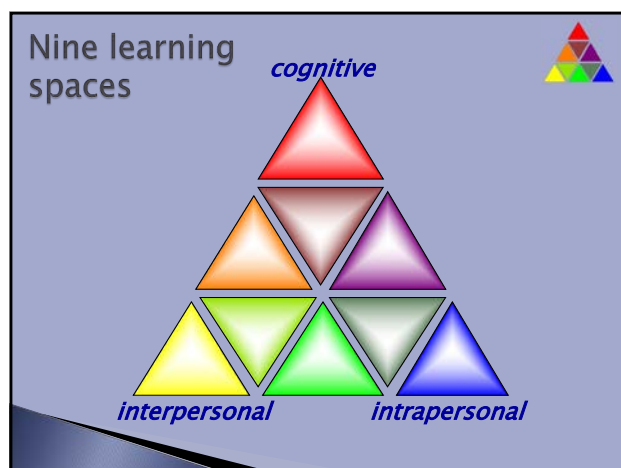
### Engaging

1. Interact with others and with the environment
2. Communicating effectively in all contexts
3. Develop effective relationship in areas of interest
4. Able to handle conflict & reach win:win solutions
5. Working with others to make a difference
6. Taking charge of your future

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### Two other development frameworks for researchers

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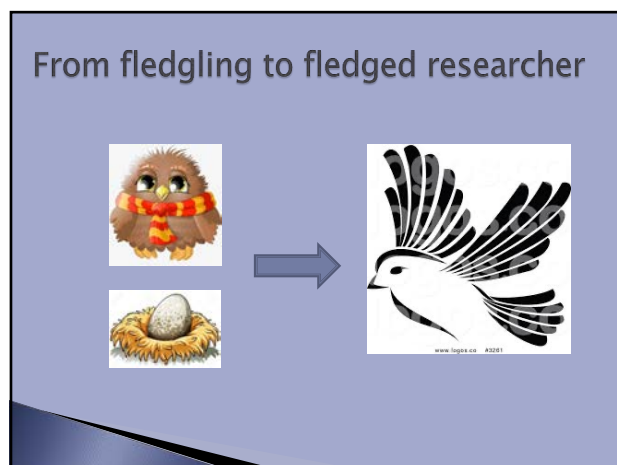
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### The RPDF online resource

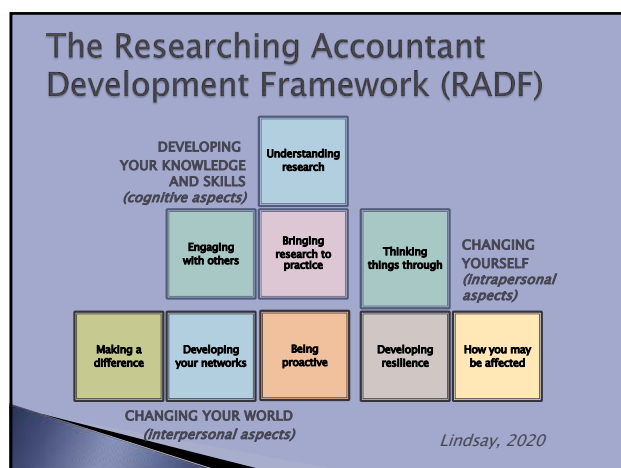
- ▶ what others said
- ▶ points to consider
- ▶ your own RPDF plan

[https://www.open.edu/openlearn/education-development/education/researching-professional-development-framework?in\\_menu=1501054](https://www.open.edu/openlearn/education-development/education/researching-professional-development-framework?in_menu=1501054)

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### Knowledge and skills

- ▶ 'There's no right answer – [research] is grey'
- ▶ 'The parameters are different. It's a different game. And it's about learning the rules of that game.'
- ▶ 'If you can identify a good mentor, that's probably a good thing.'

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## Changing yourself

- › 'I think it's hard because you feel like it's a totally different space.'
- › 'I've never felt so unsure of myself and so lacking in confidence.'
- › 'One thing I didn't appreciate I would take so personally was the critique.'

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## Changing your world

- › 'Academic conferences and the networking at conferences are really, really important.'
- › 'The first conference I presented at was probably one of the most terrifying things I ever did.'
- › 'Finding out something new would be so exciting. ... Discovering something ... and for it to be implemented would be amazing.'

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## The RADF on the ICAEW website



<https://www.icaew.com/groups-and-networks/communities/academia-and-education-community>

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## References



- › Lindsay, H. (2016). 'More than 'CPD': a Proposed New Learning Model for Professional Accountants', *Accounting Education: An International Journal*, 25:1, 1-13.
- › Lindsay, H., Kerawalla, L. & Floyd, A. (2017). Supporting Researching Professionals: EdD Students' Perceptions of Their Development Needs, *Studies in Higher Education* (available at: <http://dx.doi.org/10.1080/03075079.2017.1326025>)
- › Lindsay, H. & Floyd, A. (2019). Experiences of Using the Researching Professional Development Framework, *Studies in Graduate and Postdoctoral Education* (available at: <https://doi.org/10.1108/sgpe-03-2019-003>)
- › Lindsay, H. (2020). From fledgling to fledged: how accountants in academia develop their research capabilities. *Accounting Education*, 29:4, 1-22. <https://doi.org/10.1080/09639284.2020.1788956>

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## Some more resources ...



- › The Researching Accountant Development Framework - <https://www.icaew.com/groups-and-networks/communities/academia-and-education-community>
- › The Researching Professional Development Framework - [https://www.open.edu/openlearn/education-development/education/researching-professional-development-framework?in\\_menu=1501054](https://www.open.edu/openlearn/education-development/education/researching-professional-development-framework?in_menu=1501054)
- › The Toolkit for the Complete Professional –
- › <https://ca2025.co.za/2020/03/24/a-toolkit-for-the-complete-professional-hilary-lindsay/>
- › Lindsay, H. (2013) *Patterns of Learning in the Accountancy Profession: the Roles of Continuing Professional Development and Lifelong Learning*, Open University (EdD thesis available on ORO).
- › Lindsay, H. (2014) *Adaptability: The Secret to Lifelong Learning*. Bristol: PARN.

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[hilary@patternsoflearning.org.uk](mailto:hilary@patternsoflearning.org.uk)

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## Any questions or comments?



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