

# Looking to the future. Leading the way.

**Together, we've evolved the  
ACCA Qualification**



Think Ahead

## Ensuring tomorrow's world has the finance skills it needs

Accountants have always been crucial in securing the stability and financial health of organisations of all sizes, across every sector.

Their specific functions and skills have constantly evolved as technologies and business practices develop. Today, the pace of change is unprecedented. So, to help ensure tomorrow's world has the finance skills it needs, ACCA has undertaken an intensive review.

The result is the ACCA Qualification that sets a standard for the rest of the profession to follow.





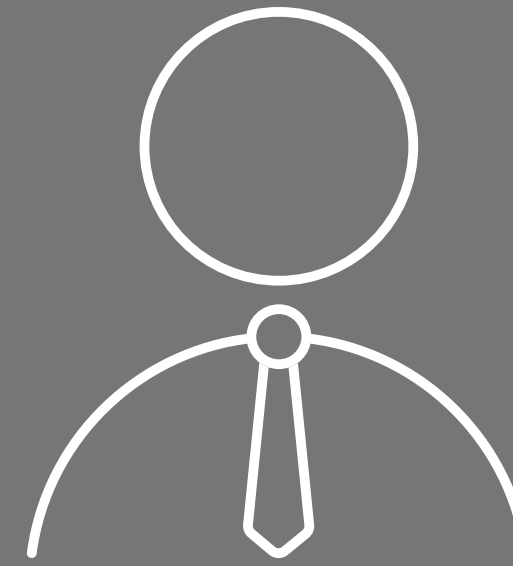
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## Our research delivered authoritative findings

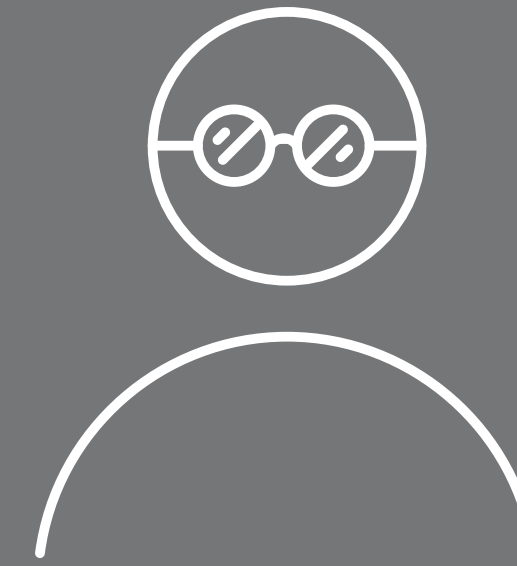
It's vital ACCA's Qualification stays relevant and valued by employers. So we began with qualitative and quantitative research from the 200,000+ ACCA members in the profession's frontline in over 180 countries. We also interviewed employers and partners and surveyed 19,000 members, students and affiliates in order to find out the views of the next generation of finance leaders.

Our investigations delivered authoritative findings on what's driving change in the years to 2025, and the skills tomorrow's finance professionals will need to meet those changes.

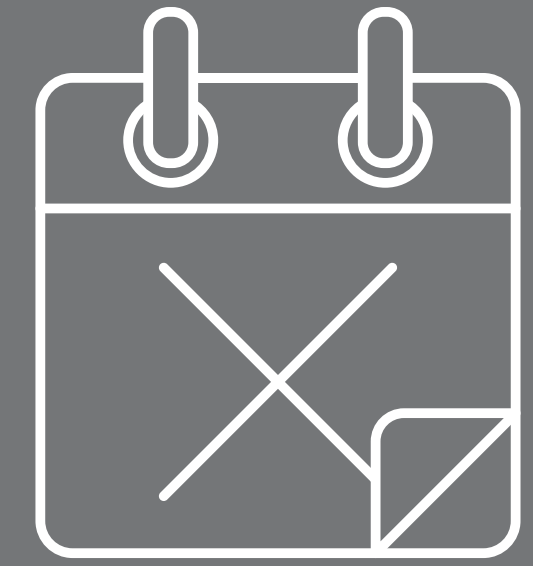
Our ground-breaking research with ACCA members involved:



Finding out the views of **over 2,000 C-suite** executives globally



Engaging with **over 300+ leading academics,** policymakers, regulators and experts



Large scale research spanning over **two years** to complete



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## Findings: tomorrow's accountants must embrace change

Our research highlighted the need for a qualification that will deliver forward-thinking professionals who are able to use technology to their advantage, combine technical excellence with high ethical standards and management skills, and thrive on a global stage.

**While many factors will lead to significant changes in accountancy over the next decade, our research identified these as the four key drivers of change:**

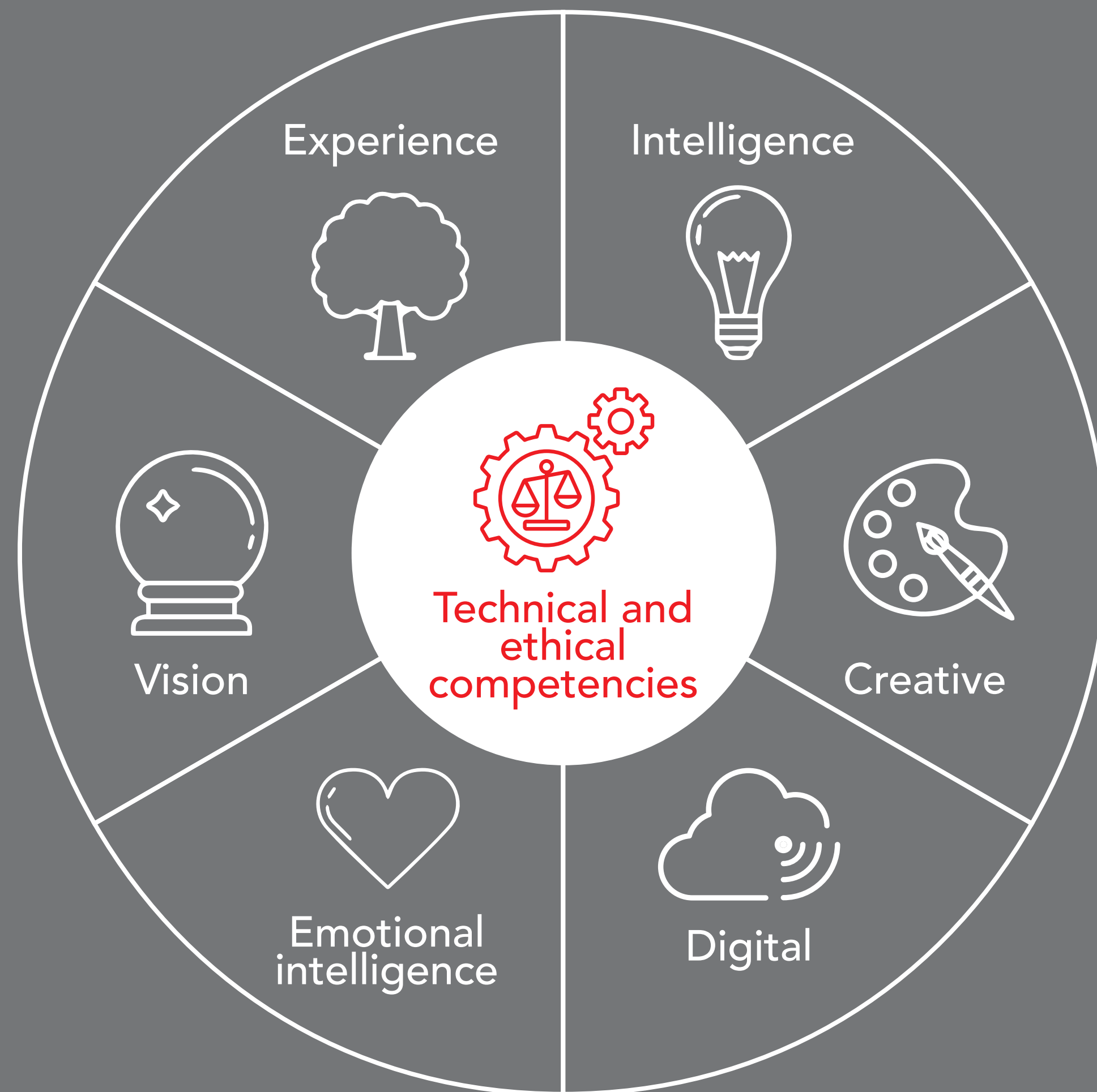
- Increased regulation and stronger governance
- Advances in digital technology
- Higher expectations of business value
- Continued globalisation



## Findings: tomorrow's accountants need flexible skill-sets

Our findings also showed that to add value for the organisations they serve, tomorrow's accountants will need an optimal and changing combination of professional competencies: a collection of technical knowledge, skills and abilities, combined with interpersonal behaviours and qualities.

**We call these 'professional quotients'.  
They're at the core of the  
ACCA Qualification.**





# The seven quotients explained



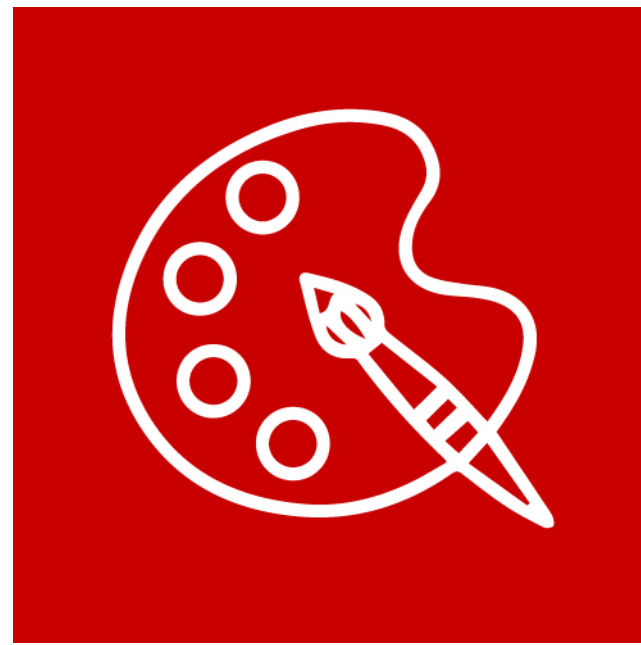
## Technical skills and ethics (TEQ):

The ability to perform consistently well while maintaining the highest standards of integrity, independence and scepticism.



## Intelligence (IQ):

The ability to acquire and use knowledge: thinking, reasoning and solving problems.



## Creative (CQ):

The ability to use existing knowledge in new situations, to make connections, explore potential outcomes, and generate new ideas.



## Digital (DQ):

The awareness and application of existing and emerging digital technologies, capabilities, practices and strategies.



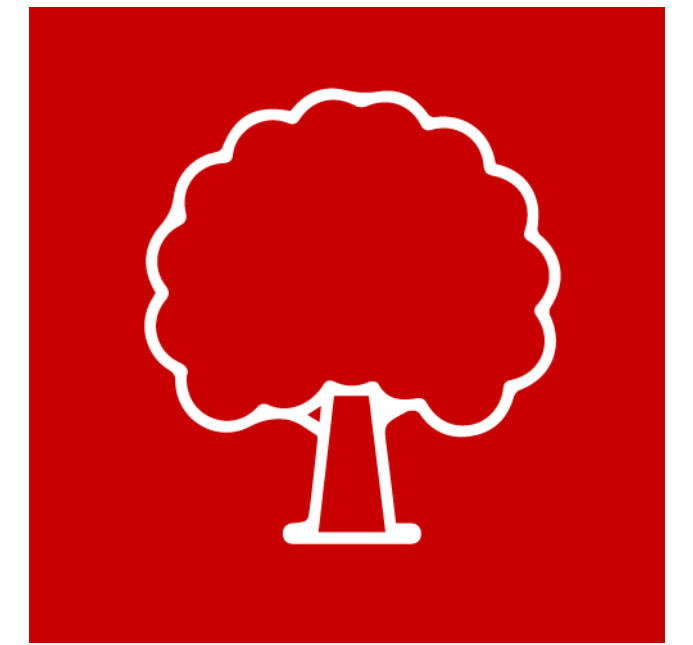
## Emotional intelligence

(EQ):The ability to identify personal emotions and those of others, apply them to tasks, and regulate and manage them.



## Vision (VQ):

The ability to predict future trends by extrapolating existing trends and facts, and to fill gaps by thinking innovatively.



## Experience (XQ):

The ability and skills to understand customer expectations, meet desired outcomes and create value.

## Outcome: a qualification setting the standard

The qualification developed with the insight from our research will ensure that ACCA-qualified professionals continue to be the most valued and sought-after across the globe. It sets a standard for the profession to follow.

### **The main changes to our qualification include:**

- A new Strategic Professional level replacing the Professional level
- A new Ethics and Professional Skills module
- New computer-based exams for Applied Skills

**The enhancements to the professional level are aligned to a global need to ensure that every qualified accountant not only has the relevant technical skills but also the complementary professional skills to add considerable value within a pressured environment. They will ensure that ACCA accountants are able to drive businesses forward in a rapidly changing environment.**

Martin Taylor, CEO, Professional Qualifications, BPP Professional Education Group



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## New Strategic Professional level: integrating expertise, ethics and skills

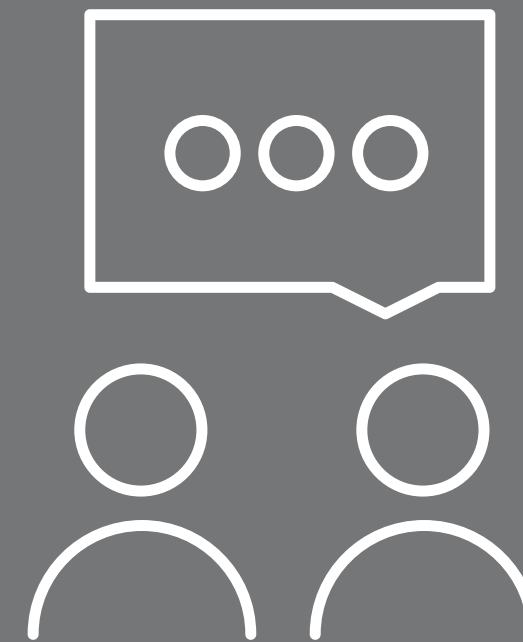
The new Strategic Professional level integrates deep, broad and relevant technical expertise with ethics and professional skills.

The result will be strategically-oriented, forward-thinking professionals equipped with the unique blend of skills needed to hit the ground running and add immediate value for their employers.



### **Strategic Business Leader**

An innovative case study exam with real-world scenarios challenging students to demonstrate that they have the right technical, ethical and professional skills to add value to the organisations they work in.



### **Strategic Business Reporting**

Corporate reporting principles enhanced with skills requires to confidently speak the language of business and explain reports to diverse stakeholders.





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## New Ethics and Professional Skills: a moral compass for challenging times

The decade ahead will bring growing diversity and complexity. Finance professionals will increasingly encounter unfamiliar cultures and face new pressures while emerging technologies will present new moral dilemmas.

In these challenging times, accountants will need strong ethical standards and a reliable moral compass.

Our new Ethics and professional Skills module develops this vitally important ethical behaviour and judgment. It complements this with the broader communications, commercial, innovation, analysis and evaluation skills employers tell us they expect in a fully-rounded professional.

Students will be expected to complete this module before attempting any of the Strategic Professional exams.





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## New computer-based exams: workplace realities

Increasingly, employers demand finance professionals who are work-ready and able to hit the ground running.

The new computer-based exams at Applied Skills level incorporate tools that accountants use every day, like spreadsheets and word processors. They're a much better guide to a student's workplace readiness.

These exams have challenging formats and a real-world focus – and they test students to the same rigorous standards as paper exams.

## Looking to the future. Leading the way.

ACCA is ready to deliver the finance skills tomorrow's world will need. The ACCA Qualification will develop dynamic professional accountants who are strategic forward-thinkers, who thrive in a world of constant technological change and growing globalisation. It will equip people to make an immediate impact in whatever type of organisation they work in.

Working together with our members, we have evolved the ACCA Qualification. And together, we can help ensure ACCA retains its place at the forefront of the profession.

Start by downloading this e-book and sharing it with colleagues.

[accaglobal.com/tomorrow](https://accaglobal.com/tomorrow)

Then, consider joining our community of advocates who, formally and informally, promote and publicly support ACCA around the world.

[accaglobal.com/an/en/member/advocacy.html](https://accaglobal.com/an/en/member/advocacy.html)