

### **PO8: Improve departmental performance**

In any team it is important for trainees to consider more than simply their own desk or their own specific tasks; the ACCA Qualification syllabus reflects the growing role of accountants as business managers. Applying management and organisational behaviour theory in practice will help them to make an impact beyond their own responsibilities.

Identifying opportunities to make improvement-driven changes, reviewing how closely those changes impact on performance, and keeping relevant stakeholders informed and involved, are essential elements of the practical experience trainees must demonstrate to be an effective professional accountant. Trainees need to ensure that their suggestions are both well-founded (piloted first if feasible) and in line with their employer's vision and objectives.

Being vigilant for opportunities for improvements is not something trainees should consider only in the run-up to PER sign-off by their workplace mentor. It is a state of mind to remain in if they want to make the best contribution to their employer (and enjoy a more rewarding career). Activities to demonstrate their vigilance and initiative might include:

- Developing and implementing accounting and business processes, or suggesting improvements to existing processes
- Monitoring business performance and setting performance measures
- Proactively advising managers on becoming more cost-effective
- Helping individuals improve their individual performance for the additional good of the team

The next step is to answer the challenge questions for this objective in the trainee development matrix (TDM):

- Trainees should describe an occasion when they have identified an opportunity to improve departmental performance (for instance, suggesting and planning a visit to colleagues in a spending department, such as marketing, to explain relevant procedures and encourage better use of, say, purchase orders, through explaining the benefits to the company of proper records).
- How did you contribute to developing the opportunity for development? (This could be as simple as setting up a weekly half-hour refresher

# Example Answers Acca Performance Objectives

**Arturo Cuomo**



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The Top Books of the Year Example Answers Acca Performance Objectives The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the engaging narratives that have enthralled audiences this year. Example Answers Acca Performance Objectives : Colleen Hoover's "It Ends with Us" This poignant tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Example Answers Acca Performance Objectives : Taylor Jenkins Reid's "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reid's captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens' "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens crafts a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These top-selling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of compelling stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and thrilling novel that will keep you wondering until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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