

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

Anthony S. Fauci



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Development of Society Ford Lumban Gaol,Natalia Filimonova,Irina Frolova,Ignatova Vladimirovna,2020-06-02 Inclusive Development of Society contains papers that were originally presented at the 2018 International Congress on Management and Technology in Knowledge Service Tourism Hospitality SERVE 2018 held 6 7 October and 15 16 December 2018 in Kuta Bali Indonesia and 18 19 October 2018 at The Southern Federal University Rostov on don Russia The contributions deal with various interdisciplinary research topics particularly in the fields of social sciences economics and the arts The papers focus especially on such topics as language cultural studies economics behavior studies political sciences media and communication psychology and human development The theoretical research studies included here should provide a solid foundation for the development of new tools that explore the possibilities of developing tourism hospitality service industries in Knowledge Economic Era and the empirical papers will advance our knowledge regarding the impact of information technologies in organizations and institutions practices These proceedings should be of interest to academics and professionals in the wider field of social sciences including disciplines such as education psychology tourism and knowledge management **Accounting for the Environment** Rob Gray,Jan Bebbington,2001 The long awaited 2nd edition of the benchmark publication that helped shape the developing agenda of environmental accounting This excellent new edition

provides an overview of the subject ranging from environmental management to sustainability and integrates the major advancements that have occurred since the first edition in both research and practice It introduces and explains environmental issues as they relate to accountants today This new work also places an increased emphasis on the emerging research literature in the field and reveals a consciousness of the difficulties of developing an environmental agenda in business It makes an excellent stand alone text for lower level students a firm base from which the advanc

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