

MAKING A DIFFERENCE WITH MY EdD

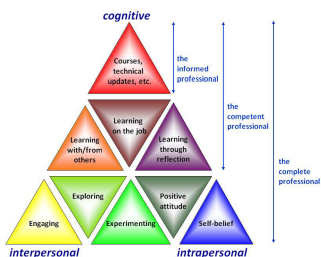
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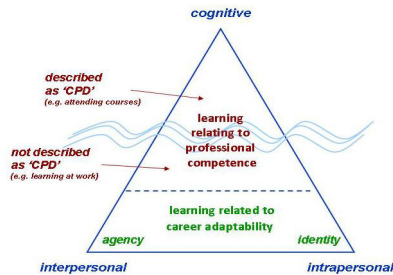
Patterns of Learning

My thesis was entitled *'Patterns of Learning in the Accountancy Profession: the Roles of Continuing Professional Development and Lifelong Learning'*. While CPD was mandatory for chartered accountants, lifelong learning was hardly mentioned. Yet for me that had to be the key to success in an ever-changing world where individuals would probably have more career changes and may need to work for longer. My thesis resulted in a new learning framework (right) which later evolved into the complete professional (below).



The Complete Professional, Lindsay (2014, 2016)

The Open University



The initial learning framework in my thesis (available on ORO)



After I graduated in 2013 I became the first Affiliated Researcher on the EdD programme (AfRed). My full learning framework (left) includes 'learning on the job': professional doctorate students also have to bring together theory and practice and so it was agreed I carry out research with EdD students and graduates and develop an equivalent framework and online resource, underpinned by quotes from students. This resulted in the framework below.

Accountancy and Academia

At the start of year two of my EdD I joined the British Accountancy and Finance Association Accounting Education Special Interest Group (BAFA AE SIG). In 2011 I presented my first ever paper at their conference and was then encouraged and mentored and as a result submitted a paper for a special edition of Accounting Education:



Lindsay, H. (2012) 'Patterns of learning in the Accountancy Profession Under an Output-based Continuing Professional Development Scheme', *Accounting Education: An International Journal*, 21:6, 615-630.

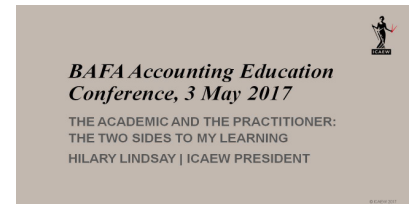
At the BAFA AE SIG Annual Conference in 2012 I received the award for Best Emerging Paper and the following year the award for Best Paper. A second journal article resulted.



Lindsay, H. (2016) 'More than 'CPD': a Proposed New Learning Model for Professional Accountants', *Accounting Education: An International Journal*, 25:1, 1-13.



In 2016-17 I was elected as President of the Institute of Chartered Accountants in England and Wales (ICAEW); the second woman and first academic to hold the role in its 140 year history. That year I returned to the BAFA AE SIG Conference, but this time as the Keynote Speaker.



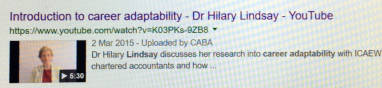
After graduating I shared my thesis with Professor Andy Friedman, a very experienced researcher into CPD whose advice I had sought before beginning my research. He promptly commissioned me to



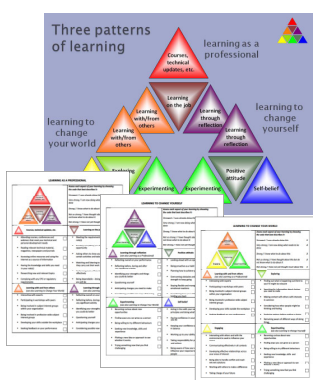
write a book for his Network for Professional Associations and, as a result, *Adaptability: the Secret to Lifelong Learning* was launched at PARN's 2014 Annual Conference.



Since 2014 CABA, the wellbeing charity for ICAEW members, has been using the career adaptability layer of my model to underpin their programme of courses which thousands of ICAEW members have attended. The video prepared to introduce the concept to delegates is now on YouTube.



The more I have given presentations and run workshops with the framework, the more I have realised its enormous potential and adaptability. Below are two recent developments. In the first I have sub-divided it into three parts relating to competence, attitude and behaviour: the second is a toolkit whereby individuals can explore the effectiveness of their learning in each area.



Researching Professional Development Framework



EdD students were encouraged to interact with the resource and then draw up their own RPDF development plans. The development of the resource has been written up and published:



Lindsay, H., Kerawalla, L. and Floyd, A. (2017) 'Supporting Researching Professionals: EdD Students' Perceptions of Their Development Needs', *Studies in Higher Education* (available online at <http://dx.doi.org/10.1080/03075079.2017.1326025>)

and the RPDF piloted with year one EdD students. A paper describing the very successful pilot has been submitted for publication:



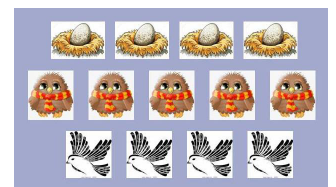
Lindsay, H. and Floyd, A. (under review) 'Experiences of Using the Researching Professional Development Framework'

In 2017 I became an Honorary Associate at the OU and have been involved in integrating the RPDF across the EdD programme and reviewing the AfRed scheme. I have also presented papers and posters about the RPDF at external conferences.

Poster prepared by Hilary Lindsay November 2018



In 2017 I spearheaded the launch of the ICAEW Academia and Education Community – a free online community open to anyone with an interest in this area. I currently chair its Advisory Group.



Several thousand ICAEW members (disproportionately women) have moved into academia to start a second career. They usually arrive with good teaching skills but with much less knowledge or experience of research. I am currently carrying out research with 'fully fledged' and 'fledgling' accountants in academia in order to develop a resource, similar to the RPDF, which will help accountants new to academia develop as researchers. The aim is for the resource to be hosted on the community and be freely available.

You can read more about Hilary's research at patternsoflearning.org.uk

