



## 2017 Accounting MOVE Project Snapshot or Scorecard?

Should your firm get the Snapshot or the Scorecard?

Both benchmarking reports are confidential and are based on aggregate MOVE research as well as your firm's data and interviews with select employees at your firm.

The **Snapshot** is included with your [firm's administrative fee](#). It contains several demographic benchmarks and two pages of custom analysis.

The **Scorecard** is comprehensive. It includes four to five pages of custom analysis, additional benchmarks on all data points in the MOVE survey, and detailed how-to's and recommendations relevant to your firm's size, growth challenges, recruiting goals, and progress in advancing women. To illustrate the scope of the scorecard, here is the template table of contents for the 2016 Accounting MOVE Project Scorecards.

*Best Practices to Use Today: Customized feedback and recommendations for your firm on the MOVE factors plus unique challenges you face. Plus, topics such as these, from prior MOVE Scorecards:*

### **M**

- The Equity Pot: A Fair Way to Correct Pay Inequity
- Market rate for all, including a three-step process for review of pay decisions
- Will your employees negotiate like J-Law and Charlize?

### **O**

- How to win top-level buy-in for initiatives and results
- The 'Plaid' Strategy for Women's Initiatives: Supporting Office 'Verticals' with 'Horizontal' Programs and Leadership
- Increase Visibility of High-Potential Pools
- Guiding Leaders Through Transitions
- Senior Staff: Future Owners
- 3 Ways to Craft Your Career Story to Inspire & Lead

### **V**

- Making a Virtue of Flexible and Virtual Work
- From Cultural to Formal Flexwork in Three Easy Steps, and a Sample Memo
- Three Steps for Career Conversations

### **E**

- Use your CRM system to Measure Women's Initiative Results
- How to Choose a Women's Initiative Liaison for an Office
- Fluff or the Right Stuff? Score Your Women's Initiative