



Designed for newly licensed CPAs*, NCACPA's new CPA L.E.A.D. Certificate program aims to build competency, leadership skills, and improve your marketability within the profession.

Members have one year to complete this self-paced certificate program that will have you learning and engaging:

Engaging

You'll see NCACPA offers so much more than continuing education. Participants have a selection of various activities that aim to get you connected, such as:

- Attending a social or networking event
- Write an article for our magazine, *Interim Report*
- Sign up to participate in a committee
- Community service with Volunteer 365
- Start a discussion in Connect
- ...and much more!

Learning

Participants will complete 5 hours of on demand training that specifically addresses the essential skills necessary for success in the workplace. For detailed information about the on demand courses included in the certificate program:

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The North Carolina Association of Certified Public Accountants is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: www.nasbaregistry.org/.

For information regarding refund, complaint, program cancellation or other policies, visit our [Registration Policies](#) page or call 800-469-1352.



LEAD0120: Strategies for Making Better Decisions

This course teaches attendees advanced strategies to analyze their decision-making processes. Attendees will learn to recognize ineffective thinking approaches and replace them with more effective strategies. Attendees will learn how to break down their reasoning processes, recognize biases in old processes, and choose among alternative approaches that better serve the needs of the situation.

Objective

Attendees will learn mental strategies that allow them to analyze old thinking approaches and replace them with more effective reasoning processes that support better decision making in a variety of contexts

Highlights

* Situational awareness * Biases in thinking * Problem framing * Root cause analysis * Developing deeper insights

Who Should Attend

New and experienced professionals alike that are interested in developing more effective decision-making practices

Event Level

Basic

Required Knowledge

None

Advanced Prep

None

CPE Hours

1.00

Field of Study

Personal Development

NASBA Instructional Method

Self Study

Speaker

Toby Groves, PhD, Groves Research & Consulting

Toby Groves is a researcher and speaker on social cognitive psychology. He has spent the past decade researching critical thinking, transparency, culture, and diversity. He authored a first-of-its-kind scientific study on dynamic thinking, and journal articles on topics of judgment, communication, fraud and ethics. His own personal story has been the subject of research and stories in national media. He speaks frequently to audiences of leaders and decision makers teaching a new critical thinking model that is the culmination of nearly 20-years of study. Toby has a Ph.D. in psychology and a Master's in industrial/organizational psychology. He has been a CPA and has a unique combination of training in both forensic accounting and forensic psychology.



LEAD0220: Developing Critical & Flexible Thinking Skills

This course teaches attendees how to develop a more flexible and adaptable critical-thinking style that supports higher order critical thinking and decision making under pressure. Attendees will learn strategies that allow them to manage change and make better decisions in complex environments. Attendees will learn the neuroscience behind adaptation and flexibility that will allow them to understand their own unique thought processes and develop strategies to become more adaptable.

Objective

* Attendees will learn an approach to critical thinking that supports a more flexible and adaptable mindset

Highlights

* Growth versus fixed mindset * Recognizing personality traits associated with flexible thinking * Recognizing one's own level of need for certainty and structure * Thinking strategies to exercise an adaptable mindset * The neuroscience involved in flexible thinking

Who Should Attend

New and experienced professionals alike that are interested in developing more flexible and adaptable critical thinking that supports dealing with change and complexity

Event Level

Basic

Required Knowledge

None

Advanced Prep

None

CPE Hours

1.00

Field of Study

Personal Development

NASBA Instructional Method

Self Study

Speaker

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LEAD0320: Think Like a Leader

This course teaches attendees how to develop thinking strategies associated with exceptional leadership qualities that are valuable at every level of an organization. Attendees will learn psychological concepts related to “leadership thinking” that are inspiring and build trust. The talk will discuss social and organizational psychology to understand how groups learn to “think” and how norms develop in teams to create organizational culture.

Objective

* Attendees will learn thinking strategies that allow them to develop exceptional leadership traits * The course will teach psychological concepts that can be used to recognize one’s own traits, repair thinking that isn’t helpful, and further develop one’s strengths

Highlights

* How to build engagement * The role of psychological safety * Communication patterns associated with effective teams * Creating an environment for success * Transparency

Who Should Attend

New and experienced professionals alike that are interested in developing more effective thinking that supports exceptional leadership

Event Level

Basic

Required Knowledge

None

Advanced Prep

None

CPE Hours

1.00

Field of Study

Personal Development

NASBA Instructional Method

Self Study

Speaker

Toby Groves, PhD, Groves Research & Consulting

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LEAD0420: Emotional Intelligence

This course goes beyond a superficial understanding to provide a richer understanding of emotional intelligence, and how to recognize, interpret, and regulate emotional processes. The talk includes an examination of how we process emotions and the neuroscience and brain circuitry involved in empathy. Attendees will learn methods of recognizing, interpreting, and managing emotional responses in themselves and others.

Objective

* Attendees will learn a deeper understanding of emotional intelligence that will give them the ability to recognize emotional cues and regulate their emotional responses

Highlights

* Defining emotional intelligence * Understanding three levels of empathy * Learning how our brains process emotional content * Emotional distancing * The role of emotions in rational thought and logical decision making * How mindfulness supports emotional intelligence

Who Should Attend

New and experienced professionals interested in developing higher order emotional intelligence that supports better decision making and communication

Event Level

Basic

Required Knowledge

None

Advanced Prep

None

CPE Hours

1.00

Field of Study

Personal Development

NASBA Instructional Method

Self Study

Speaker

Toby Groves, PhD, Groves Research & Consulting

Toby Groves is a researcher and speaker on social cognitive psychology. He has spent the past decade researching critical thinking, transparency, culture, and diversity. He authored a first-of-its-kind scientific study on dynamic thinking, and journal articles on topics of judgment, communication, fraud and ethics. His own personal story has been the subject of research and stories in national media. He speaks frequently to audiences of leaders and decision makers teaching a new critical thinking model that is the culmination of nearly 20-years of study. Toby has a Ph.D. in psychology and a Master's in industrial/organizational psychology. He has been a CPA and has a unique combination of training in both forensic accounting and forensic psychology.



LEAD0520: Uncovering Your Hidden Bias

For work cultures to thrive, you must actively counteract unconscious bias. Unconscious bias decreased innovation, productivity, and creativity. Our proposed strategies offset biases so employees can confidently engage in their work.

Objective

Explore the different types of diversity * Understand how and why unconscious bias develops * Identify types of unconscious bias * Explore our own unconscious bias * Discuss ways to mitigate our own unconscious bias

Highlights

* Get acquainted with the many types of diversity, from race and gender to experiential and more * Learn how and why unconscious bias forms in the brain and develop strategies to counteract the biases we all have * Learn to identify and mitigate microaggressions so you are not inadvertently offending your peers and employees * Increase your exposure to unconscious biases to recognize and manage them in your work

Who Should Attend

This course is designed for professionals looking to understand unconscious bias and its negative impacts in the workplace.

Event Level

Basic

Required Knowledge

None

Advanced Prep

None

CPE Hours

1.00

Field of Study

Business Management & Organization

NASBA Instructional Method

Self Study

Speaker

Jackie Ferguson, Walk West

Jackie Ferguson grew up in a multi-generational, multi-racial home where diversity and inclusion were intrinsic personal values. Jackie spent the majority of her career in sales and marketing managing multi-million dollar accounts, and providing executive support to ensure business process optimization in administration and human resources for startups to Fortune 500 companies. As a neurodivergent student, Jackie earned a B.A. in Professional and Technical Writing from the University of South Florida and is a Certified Diversity Executive (CDE). Jackie writes course content, conducts onsite diversity training, and ensures business process optimization. Jackie has written multiple published articles on diversity. A member of the National Diversity Council, Jackie has been volunteering for equality organizations since the mid-1990s and donates to STEM programs, including Black Girls Code. Her grandmother once said to her simply, “No matter who you are, I can learn something from you, and you



can learn something from me,” which Jackie considers a catalyst to her personal and professional pursuits of equity and diversity.

Questions?

For questions related to NCACPA’s CPA L.E.A.D. Certificate program, please go to ncacpa.org/cpa-lead-certificate or email Maddie Drake at mdrake@ncacpa.org.