



Finding the next generation

How can accountancy networks nurture their leaders of the future? Our *Cogs and Wheels* feature looks at how UHY supports member firms to do exactly that.

At UHY International we are privileged to count as members more than 180 independent accountancy firms worldwide, who between them employ over 10,000 dedicated and professional staff. And every practice has one thing in common – continuation, the desire to be as successful in the future as it is today. This requires identifying its future leaders and supporting their growth.

For firms working within a global network like UHY, it also means developing people's international outlook and experience, so they are able to lead their business and represent their clients on the world stage. To support this ambition, we run several global initiatives.

Online training

Our core webinar-based platform offers around 50 different international learning topics every year. The sessions are delivered in English with foreign language subtitles and are accessible to all our professionals through live-streaming. While member firms offer their staff training at local level, in their own language, UHY webinars provide an international context and include not only technical accounting updates on international standards and regulation, but also current global thinking in technology, strategy, planning and client service, for example. They provide a strong foundation for an international career.

Through the same online platform we run our 'soft skills' webinars, a personal development and wellbeing programme which delivers the understanding and capabilities expected of successful future managers and leaders within the business. For example, the 2026 schedule includes sessions on working with neurodiversity, recognising stress, navigating difficult conversations, leading with confidence, understanding different working styles, and managing people.

Rising stars

UHY member firms have built an international reputation on collaborative working, sharing knowhow and establishing strong relationships with clients and colleagues around the world. We help this flourish through hosting regional and global events, where learning, networking and doing business come together.



The UHY Forum kickstarts global connections.

Delegates know each other well, and every conference buzzes with energy, enthusiasm and expectation. For many of our leaders, the connections began with a shared experience, the UHY Forum. Now

in its 24th year, our flagship future leaders event takes place every September in Spain where nominated rising stars from member firms around the world meet, learn, share and work under the guidance of acclaimed business professors and UHY International board directors. The UHY Forum consistently kickstarts global connections and future career success, and is a valuable factor in succession planning. ■

UHY Mastermind

This year our new 12-month initiative for senior managers is in full swing. Taking many cues from the peer learning experience of the UHY Forum, this online equivalent builds leadership capability across key areas of international business, including cross-border collaboration, client relationships, and managing the impact of AI.

Rhys Madoc, UHY's CEO, says: "UHY Mastermind will enable our young professionals to experience real-time sharing of issues and challenges, gain new perspectives and build relationships across their peer group. Personal growth and the bonds formed with colleagues will establish a strong foundation for leadership succession."