

Learning Roadmap for Professional Accountants in Business

Financial Accountants and Management Accountants



ISCA PAIB Learning Roadmap

The ISCA Professional Accountants in Business Learning Roadmap (ISCA PAIB LRM) – Financial Accountants and Management Accountants (FA and MA) is designed to help FAs and MAs better understand the different skills require to carry out the respective roles and responsibilities. Using the ISCA PAIB Framework as well as the Financial Accounting and Management Accounting tracks in the Skills Framework for Accountancy as points of reference, this Roadmap also seeks to fulfill the professional development training needs and equip FAs and MAs with the right skill sets by recommending relevant learning opportunities.

Developed by the Institute’s Professional Development department, the ISCA PAIB LRM – FA and MA is part of ISCA’s continuing efforts to promote lifelong learning and support PAIBs to stay relevant in a constantly changing business and professional environment.

Recommended CPE Hours for PAIBs

All professional accountants are to maintain professional knowledge and skills at the level required to ensure that clients or employers receive competent professional service; and to act diligently in accordance with applicable technical and professional standards when performing professional activities or providing professional services⁽¹⁾. As a guide, ISCA recommends that PAIBs should attend at least 20 hours of verifiable learning each year.

Key Categories ⁽²⁾	CPE hours each year	CPE hours in each rolling 3-year period
<ul style="list-style-type: none"> Professional Values and Ethics 	2	6
<ul style="list-style-type: none"> Future Finance Business Acumen Technical Excellence Leadership and Personal Empowerment 	18	54
Total Verifiable CPE Hours	20	60

⁽¹⁾ Section 130 ISCA Code of Professional Conduct and Ethics

⁽²⁾ Key Categories as specified in the ISCA PAIB Framework



Information is accurate as at January 2019
For more updates, please visit:
<https://isca.org.sg/id/learning-roadmap/>

ISCA PAIB LRM - Who is it for?

The following groups of personnel will find the ISCA PAIB LRM – FA and MA useful:

Employers / HR professionals

- to assist them in charting the training programmes of their staff to fulfill their professional development needs



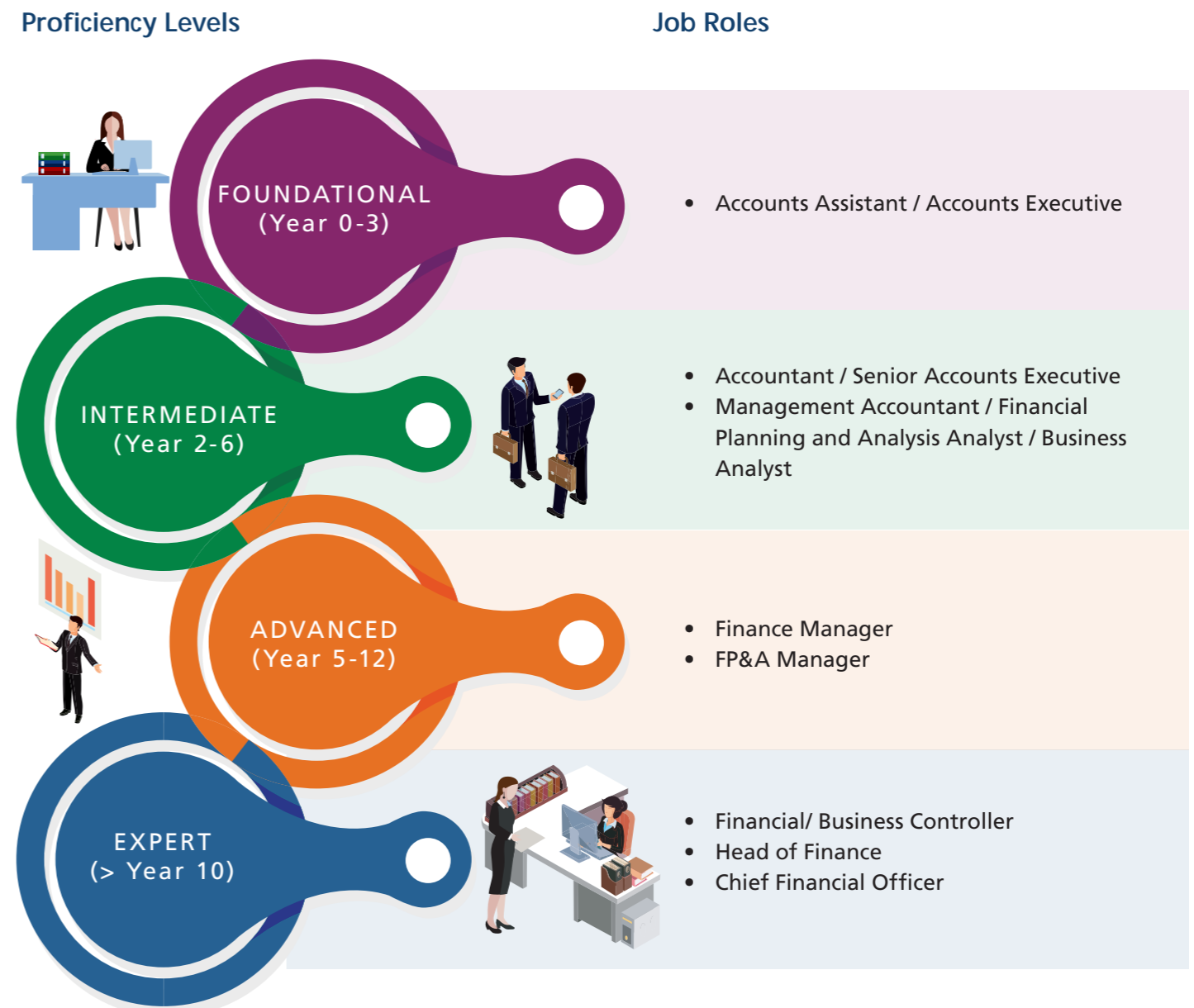
Financial Accountants and Management Accountants

- to identify the necessary skills and competencies required
- to assess the relevant learning opportunities and meet those needs



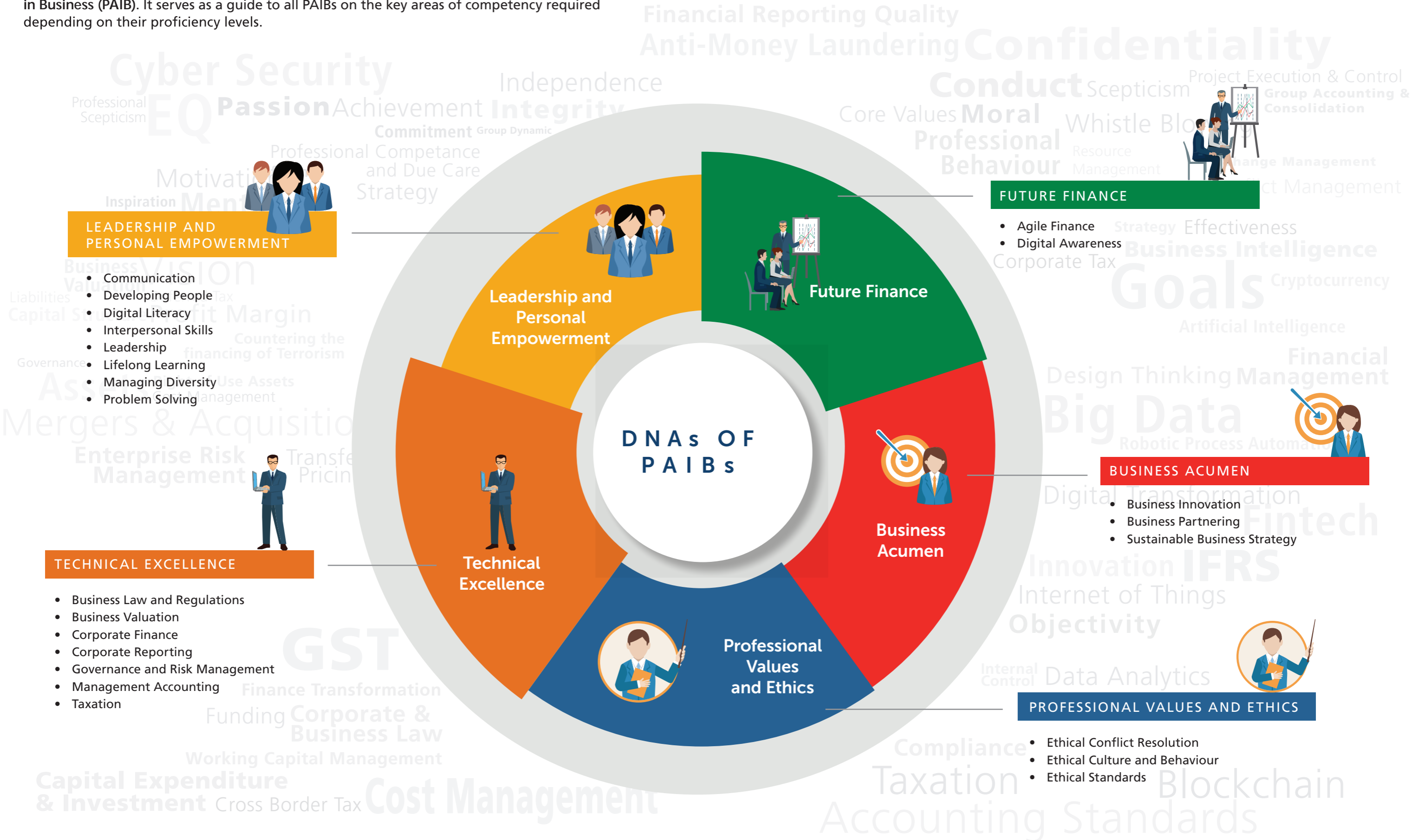
ISCA PAIB LRM - Proficiency Levels

The ISCA PAIB LRM defines the skills and training needed for four proficiency levels - **Foundational**, **Intermediate**, **Advanced**, and **Expert**. The diagram below explains the differences between the four levels, in terms of job roles and number of years of experience.



ISCA PAIB Framework

The PAIB framework provides an overview on the five key DNAs of a Professional Accountant in Business (PAIB). It serves as a guide to all PAIBs on the key areas of competency required depending on their proficiency levels.



FUTURE FINANCE

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Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert
Agile Finance							
Big Data Analysis							
	Business Analytics and Reporting (BAR) - Foundation Certificate	BAR	28.0		● ■	● ■	
	Business Analytics and Reporting (BAR) - Advanced Certificate	BAR+	15.0		● ■	● ■	
	Data Analytics through Visualisation	DGT004ET	7.0		● ■	● ■	● ■
	Interactive Dashboard: Designing Visually Appealing Reports	IT027C	14.0		● ■	● ■	● ■
	Tax Data and Analytics Workshop	DGT022ET	7.0		● ■	● ■	● ■
	Big Data and Machine Learning in Finance with Learning Journey	DGT024ET	7.0			● ■	● ■
	Big Data	BPP004 ©	1.5			● ■	● ■
	Data Management and Analysis	IT021C	7.0	● ■	● ■	● ■	
		IT031C	14.0	● ■	● ■	● ■	
		IT034C	7.0	● ■	● ■	● ■	
		IT022C	14.0	● ■	● ■	● ■	
Qualification Programme							
	ISCA-SUSS Certificate in Business Analytics	-	-	● ■	● ■	● ■	● ■
	ISCA-SUSS Specialist Certificate in Business Analytics	-	-	● ■	● ■	● ■	● ■
Blockchain							
	Blockchain, Cryptoassets and ICO for Professionals	DGT016	14.0	● ■	● ■	● ■	● ■
	Introduction to Blockchain Technology for Accounting and Finance Professionals	DGT017	7.0	● ■	● ■	● ■	● ■
	An Insider Guide into the World of Cryptocurrency	DGT023	3.5	● ■	● ■	● ■	● ■
	Demistifying the Blockchain	DGT027ET	2.0	● ■	● ■	● ■	● ■
Cyber Security							
	Cyber Security - Introduction	BPP036 ©	1.0	● ■	● ■		
	Steps to Develop an Effective Cyber Security Strategy	DGT002	7.0			● ■	● ■
	Cyber Forensics and Cybersecurity for Decision Makers	DGT008	14.0			● ■	● ■
	Technology and Cyber Risk Management	DGT011ET	7.0			● ■	● ■
	Cyber Security for Non-CS Professionals	DGT026ET	14.0			● ■	● ■
FinTech							
	Electronic Payments in a Changing World of Innovation	DGT015	7.0	● ■	● ■	● ■	
	Fintech Regulation in ASEAN	DGT028	3.5		● ■	● ■	● ■
Digital Awareness							
	Introduction to Python for Accounting and Finance Professionals	IT072	14.0	● ■	● ■	● ■	
	Robotic Process Automation (RPA): Impact on Finance Professionals	DGT019	3.5	● ■	● ■	● ■	● ■
	Transforming Finance through Intelligent Automation	DGT021ET	7.0	● ■	● ■	● ■	● ■
	Regulations, RegTech and Digital Risk with Learning Journey	DGT025ET	7.0			● ■	● ■

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BUSINESS ACUMEN

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Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert
Business Innovation	Leading Innovation and Design Thinking in Finance	MP152ET	7.0			● ■	● ■
	Business Partnering						
Business Partnering	Adding Value from Finance	BPP037 ©	1.0			● ■	● ■
	Commercial Nous and Adding Value as a Finance Professional	BPP041 ©	1.0			● ■	● ■
	Management Accounting Update - Adding Value Beyond the Numbers	BPP045 ©	1.5			● ■	● ■
	The Accountant as Strategic Influencer and Adviser - Becoming a Business Partner	BPP048 ©	1.5			● ■	● ■
Sustainable Business Strategy	Change Management						
	Leading and Managing Change	MP107	7.0			● ■	● ■
	Change Management for Leaders and Professionals	BPP040 ©	1.0			● ■	● ■
	Conflict Management						
	Positive Conflict At Work: Making Conflict Work For You	MP038	7.0	● ■	● ■	● ■	● ■
	Strategic Business Planning						
	Practical Strategic Planning for Financial Directors and Managers (Part 1)	MP124	7.0			● ■	● ■
	Effective Strategy Implementation for Financial Directors and Managers (Part 2)	MP146	7.0			● ■	● ■
	The Fundamentals of Great Business Continuity Management (BCM) and Business Continuity Planning (BCP)	MP161ET	3.5			● ■	● ■
	Crisis Management and Business Continuity Management	RM132	7.0			● ■	● ■
	Business Analytics for Strategic and Organisational Performance	DGT010	7.0			● ■	● ■
	Analysing Strategic Success	BPP038 ©	1.0			● ■	● ■
	Business Growth and the Finance Role	BPP039 ©	1.0			● ■	● ■
	Implementing Strategy	BPP042 ©	1.5			● ■	● ■
	Lean Finance	BPP043 ©	1.0			● ■	● ■
	Lean Six Sigma	BPP044 ©	1.5			● ■	● ■
	Strategy in Action	BPP047 ©	1.5			● ■	● ■
	The Accounting Input into the Strategic Plan	BPP049 ©	1.0			● ■	● ■
	Strategic Resource Management						
	Effective Strategic Resource Management for Financial Directors and Managers	MP147	7.0			● ■	● ■
	Strategic Talent Management: Unique Innovative Executive Development and Coaching for the Next Generation of Leaders	MP160	7.0			● ■	● ■
	Strategic Risk Management						
	Risk Management - Business Strategy and Risk Decision-Making	INT0614 ©	0.5		● ■	● ■	
	Sustainability Reporting						
	Accounting for Sustainability	BF001i ©	1.5			● ■	● ■
	Transdisciplinary Business Strategy						
	The Art of War Strategy for Accountants	E127	7.0			● ■	● ■
		E115	14.0			● ■	● ■

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Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert
Corporate Reporting	FRS / IFRS / SFRS for Small Entities - Overview and Update						
	Overview of SFRS for Small Entities	A086	7.0	●	●		
		A113	14.0	●	●		
	Overview of Essential IFRS / FRS	A016	14.0	●	●		
		A083	7.0	●	●		
		A223	7.0	●	●		
		CSA001	40.0		●		
	Analysis and Review of FRS and IFRS / SFRS(I)	A169	14.0	●	●		
	IFRS / FRS: Annual Update	A236	7.0		● ■	● ■	● ■
		A909	7.0		● ■	● ■	● ■
	New / Upcoming Accounting Standards						
	IFRS 16 / FRS 116: Leases	A207	7.0	●	●	●	●
		A218	7.0		●	●	●
	IFRS 15 / FRS 115: Revenue from Contracts with Customers	BPP023 ©	1.0	●	●		●
		A192	3.5		●	●	●
		A209	7.0		●	●	●
	IFRS 15 / FRS 115 Revenue from Contracts with Customers and IFRS 9 / FRS 109 Financial Instruments	A185	7.0		●	●	●
	IFRS 9 / FRS 109: Financial Instruments	A181	7.0		●	●	●
		A211	7.0		●	●	●
	IFRS 9, IFRS 15, IFRS 16: Practical Application of the Three New Standards	A235	14.0		●	●	●
	US GAAP						
	IFRS vs US GAAP	BPP024 ©	1.5	●	●		
	Accounting Differences between FRS and US GAAP	A037	7.0		●	●	
	US GAAP: Annual Update	A237	7.0		●	●	●
	Group Accounting and Consolidation						
	FRS 110, FRS 111, FRS 112 and FRS 113: Framework on Consolidated Financial Statements and Fair Value Measurement	A131	7.0	●	●		
	Consolidation Basic Training: From Equity Accounting to Full Consolidation (FRS 110, FRS 111 and FRS 112)	A204	7.0	●	●		
	Accounting for Basic Consolidation Procedures: Case Studies and Journal Entries	A214	7.0	●	●		
	Consolidated Financial Statements: Preparation and Presentation in the Singapore Context	A089	14.0		●	●	
	Business Combinations: Issues and Pitfalls in Group Accounting	A164	7.0		●	●	
	Accounting for Mergers and Acquisitions	A198	14.0		●	●	●
	Fair value / Impairment						
IFRS 13 / SFRS(I) 13 / FRS 113: Fair Value Measurement – A Practical Approach	A238	7.0		●	●		
Fair Valuation of Financial Instruments: Fundamental Concerns and Issues	A224	3.5		●	●	●	
FRS 36: Impairment of Assets - From an Accounting Perspective	A230	3.5		●	●		

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Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert
Corporate Reporting	Deferred Tax						
	IAS12 - Income Tax	BPP012 ©	1.0	●	●		
	Accounting Meets Tax: FRS 12 Deferred Tax and Uncertain Tax Positions	A035	7.0		●	●	
	Deferred Tax Accounting: A Deeper Dive	A147	14.0		●	●	
	Deferred Tax Computation Using Excel Spreadsheet	A189	7.0		●	●	
	Charities / Non-Profit Entities						
	Charities Accounting Standard (CAS): Accounting for Charities	A074	7.0	●	●	●	
	Financial Reporting Standards (FRS): Accounting for Charities and Non-Profit Entities	A225	7.0	●	●	●	
	Public Sector						
	Analysis and Review of Public Sector Accounting: SB-FRS	A196	14.0	●	●	●	
	Accounting for Government Grants under SB-FRS / FRS 20 and Its Related Interpretations and Guidance	A221	3.5	●	●	●	
	Financial Reporting						
	Preparation and Presentation of Separate and Consolidated Statement of Cash Flows	A190	7.0	●	●		
	Financial Statements: Presentation and Disclosure	A082	7.0		●	●	●
		A123	7.0		●	●	●
BizFinx Filing System	XBRL	7.0	●	●			
Management Accounting	Capital Expenditure and Investment Evaluation						
	Financial Tools to Evaluate Project Viability	BF057	7.0		■	■	
	Quantitative Tender Evaluation and Project Viability Analysis for the Public Sector	BF136	7.0		■	■	
	Cost Management						
	Cost-Benefit Analysis of Business Development Plans	BF092	7.0	■	■	■	
	Budgeting: Going Beyond a Routine Exercise	BF153	14.0	■	■	■	
	Financial Planning and Analysis						
	Effective Management Accounts	BF093	7.0	■	■		
	Financial Analysis Validating Business Performance	BF143	7.0	■	■		
	New Age Budgeting	BPP054 ©	1.5	■	■		
	Financial Reporting and Analysis	A142	14.0	● ■	● ■		
	Evaluate and Interpret Financial Reports	WD009	16.0	● ■	● ■		
	Public Sector Financial Planning and Analysis Methodologies - A Practical Approach	BF135	7.0		■	■	
	Business Planning and Budgeting	BF091	14.0		● ■	● ■	● ■
		WD008	16.0		● ■	● ■	● ■
	Financial Modelling						
	Financial Modelling Introduction 1 - Golden Rules (e-learning)	BPP010 ©	1.0	■	■		
	Financial Modelling Introduction 2 - Absolute Cell Referencing and Formatting Tips	BPP052 ©	1.0	■	■		
Financial Modelling Introduction 3 - Logical Statements and Lookups	BPP053 ©	1.0	■	■			

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Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert
Management Accounting	Financial Modelling						
	Financial Modelling and Analysis	IT037	14.0		■	■	
	Management Decision Making						
Corporate Finance	FRS for Business Management: Understanding and Applying FRSs in Business Decisions	A122	7.0		■	■	
	Capital Raising						
	Raising Business Finance	BPP055 ©	1.0			● ■	● ■
	Raising Capital for Your Business	BF154	7.0			● ■	● ■
	Mergers and Acquisitions						
	Mergers and Acquisitions – Master Class	BF066	14.0			● ■	● ■
	Due Diligence for SMEs Accounting Professionals	BF139	7.0			● ■	● ■
	Getting a Good Deal by Understanding Taxation Aspects of Mergers and Amalgamations and Tax Due Diligence	TAX100	7.0			● ■	● ■
	Treasury Management						
	Financial Instruments: Understanding the Mechanics and Valuation Techniques	BF007	7.0		● ■	● ■	● ■
	Derivative Products: Hedging, Speculation - Transaction Recording- Accounting Issues and Disclosure	BF016	7.0		● ■	● ■	● ■
	Corporate Treasury Management and Strategies in Volatile Market Conditions	BF103	7.0			● ■	● ■
	Trade Finance						
	Fundamentals of Import / Export Transactions	BF020	7.0	● ■	● ■		
	Trade Finance Master Class: Letters of Credit and Related Issues	BF077	14.0		● ■	● ■	
Business Valuation	Valuation Approaches and Methodologies						
	Overview of Business Valuation for Financial Reporting	BF002i ©	2.0		● ■	● ■	
	Business Valuation Methods and Application	BF051	7.0		● ■	● ■	
	Business Valuation and Analysis: Corporate Restructuring and Funding - Practical Applications for Decision Makers	BF013	14.0		■	● ■	● ■
	Shareholder Value	BPP033 ©	1.5		■	■	■
Governance and Risk Management	Governance / Internal Controls						
	Financial Management Fundamentals for the Public Sector	BF132	7.0	● ■	● ■		
	Public Financial Management and Procurement: Contemporary Issues and Audit Findings	BF149	7.0	● ■	● ■	● ■	
	Governance for Charities and Institutions of a Public Character (IPC)	BF061	7.0		● ■	● ■	● ■
	Ethical Business Conduct: Advanced Cases in Corporate Governance	E092	7.0		● ■	● ■	● ■
	Internal Controls in SMEs and Subsidiaries	IA134	7.0			● ■	● ■

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Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert
Governance and Risk Management	Risk Management						
	Enterprise Risk Management	BPP009 ©	1.0	● ■	● ■		
	Fundamentals of the Personal Data Protection Act	WD003	16.0	● ■	● ■	● ■	● ■
	Credit Risk Management	BF025	7.0		● ■	● ■	●
	Mitigating Business and Financial Risks with Quantification Methodology	BF134	7.0		● ■	● ■	
	Operational Risk Management - It's Not Just About Compliance	BF067A	7.0			● ■	● ■
	ISCA Professional Risk Management Programme	PRMP001	34.0			● ■	● ■
A Practitioner's Guide to the COSO "Enterprise Risk Management (ERM) Framework" and COSO "Internal Controls - Integrated Framework"	RM131	7.0			● ■	● ■	
Business Law and Regulations							
	The Bribery Act 2010	BPP056 ©	1.0		● ■	● ■	
	Drafting and Vetting of Contracts	LS008	7.0		● ■	● ■	● ■
	Understanding Leases and Tenancy Agreements from the Legal Perspective	LS030	7.0		● ■	● ■	● ■
Settling Commercial Disputes and Debt Recovery from a Legal Perspective	LS009	7.0			● ■	● ■	
Taxation	GST						
	GST: Operations, Accounting and Administration	TAX001	7.0	●	●	●	
		TAX005	7.0	●	●	●	
	Understanding the GST Treatment for Recovery of Expenses	TAX191	7.0	●	●	●	
	GST: Zero-Rated Supplies	TAX205	7.0	●	●	●	
	GST: Imported Services	TAX227	3.5	●	●	●	●
	Managing GST Audits	TAX192	7.0		●	●	●
	GST: Customer Accounting for Prescribed Goods	TAX215	3.5		●	●	●
	GST: Preventing GST Pitfalls through ACAP	TAX055	3.5		●	●	●
	GST: Self Managing GST Risks through ASK	TAX056	3.5		●	●	●
	Advanced GST Workshop - Managing GST Risks in Your Business and Avoiding Pitfalls and Errors	TAX059A	14.0		●	●	●
	Corporate Tax						
	Corporate Tax Workshop for Non-Tax Professionals	TAX127	14.0	● ■	● ■	● ■	
	Advanced Corporate Tax	TAX008	14.0		● ■	● ■	● ■
	Corporate Tax: Annual Update	TAX014	7.0		● ■	● ■	● ■
		TAX084	7.0		● ■	● ■	● ■
		TAX088	7.0		● ■	● ■	● ■
	Income Tax Treatment Arising from Adoption of FRS 115 Revenue from Contracts with Customers	TAX230ET	3.5		● ■	● ■	● ■
	International Tax						
	International Tax: Cross-Border Tax Issues and Tax Treaties	TAX193	14.0		● ■	● ■	● ■
	Cross Border Tax Strategies	TAX224E	7.0			● ■	● ■
	Permanent Establishment	TAX145ET	3.5		● ■	● ■	● ■
TAX190ET		3.5		● ■	● ■	● ■	

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Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert
Taxation	International Tax						
	Look Before You Leap: Key Tax Structuring Considerations for Singapore Companies Venturing Overseas	TAX095	7.0			● ■	● ■
	Understanding Direct & Indirect Taxes in the Philippines	TAX220E	7.0			● ■	● ■
	Investment Planning & Taxation in Myanmar	TAX221E	7.0			● ■	● ■
	Investment Planning & Taxation in India	TAX222E	7.0			● ■	● ■
	Understanding Direct & Indirect Taxes in Vietnam	TAX223E	7.0			● ■	● ■
	Comprehensive Guide to Accounting & Taxation in China	TAX225E	14.0			● ■	● ■
	Tax Updates in Thailand	TAX229E	3.5			● ■	● ■
	Tax Updates in Malaysia	TAX232E	4.0			● ■	● ■
	Withholding Tax						
	Income Tax Treatment on Withholding Tax and Foreign Sourced Income	TAX085	7.0	●	●	●	
	Transfer Pricing						
	Recent Singapore Transfer Pricing Guidance and What It Means To You	TAX155	3.5		● ■	● ■	
	Transfer Pricing Documentation and Benchmarking Analysis - How To Get It Right?	TAX196	7.0		● ■	● ■	● ■
	New Transfer Pricing Reporting Requirements for Related Party Transactions, Are You Prepared?	TAX198	3.5		● ■	● ■	● ■
	Managing Transfer Pricing in Asia	TAX195	7.0			● ■	● ■

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PROFESSIONAL VALUES AND ETHICS

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Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert	
Ethical Conflict Resolution	Ethical Dilemmas and Decision Making	E001i ©	1.5	● ■	● ■			
	Ethical Dilemmas in Business and Finance	E114	7.0	● ■	● ■	● ■		
	Ethical Dilemmas in Government Procurement	E125	7.0	● ■	● ■	● ■	● ■	
	Ethical Issues for Accountants: Reducing Potential Ethical Breaches	E064	3.5		● ■	● ■	● ■	
	Framework for Resolving Ethical Issues and Conflicts	E072	3.5		● ■	● ■	● ■	
	Business Ethics - Real World Applications - Recommended Solutions	E135	7.0		● ■	● ■	● ■	
Ethical Culture and Behaviour	Ethical Stewardship							
	Ethical Considerations for Public Sector Accountants	E143	4.0	● ■	● ■	● ■		
	Ethics and Professionalism: It's Not About Doing a Job But How You Do It	E005i ©	2.0	● ■	● ■	● ■	● ■	
	Speaking Up, Raising Concerns and Whistleblowing	E002i ©	2.0	● ■	● ■	● ■	● ■	
	Ethical Whistle Blowing: Is It My Responsibility To Report?	E118	3.5	● ■	● ■	● ■	● ■	
	Ethical Issues and Updates in Cross-border Tax and International Transfer Pricing	E112	3.5		● ■	● ■		
	Ethics and Integrity	E004i ©	2.5		● ■	● ■	● ■	
	The 7 Deadly Sins in Accounting Ethics	E119	7.0		● ■	● ■	● ■	
	Ethical Issues In Valuation	E142	3.5		●	● ■	● ■	
	Ethical Issues in Risk Management and Internal Controls	E082	7.0		● ■	● ■	● ■	
	Ethical Stewardship for Controllers and Finance Managers: Steering Ethically Throughout Your Accounting Career	E130	7.0		● ■	● ■	● ■	
	The Ethics Challenge: Prospects and Proposals for Promoting Professional Integrity	E073	3.5			● ■	● ■	
	Ethical Issues (Advanced) in International Tax and Transfer Pricing: Blurring Lines between the Law and Ethics	E129	3.5			● ■	● ■	
	Ethics and Risk Management: Discerning between the Fine Lines of Professional and Personal Obligations	E132	7.0			● ■	● ■	
	Fraud Consideration							
	Top 18 Lessons We Learn - Professional Conduct and Ethics in Preparing Financial Statements	E123	7.0	●	●	●		
	Investment and Consumer Scams: The Law and Ethics Surrounding the Fraud	E060	7.0	● ■	● ■	● ■		
	The Ethics Challenge: Ways to Manage and What to Watch Out For	E068	7.0	● ■	● ■	● ■		
	Ethical Behaviour in Business: Fraud Auditing and Forensic Accounting	E144	7.0	● ■	● ■	● ■		
	The Role of an Ethical Accountant in Fraud Prevention	E153	7.0	● ■	● ■	● ■		
	Accounting Ethics: The 36 Red Flags and Detecting Accounting Gimmicks and Fraud	E095	14.0	● ■	● ■	● ■	● ■	
	Corrupt Practices in Commercial and Public Sectors: How to Identify and Manage Them	E103	7.0	● ■	● ■	● ■	● ■	
	Ethical Business Conduct: Tell Tale Signs of Companies in Trouble	E094	4.0		● ■	● ■	● ■	
	Ethical and Legal Considerations in Tax Avoidance, Evasion and Fraud	E110	7.0		● ■	● ■	● ■	
	Ethics and Anti-Fraud Management	E133	7.0		● ■	● ■	● ■	
	Ethical and Legal Issues in Procurements and Contractual Agreements	E108	7.0		● ■	● ■	● ■	
	Ethical Standards	Ethics Pronouncement 200: An Overview	E008i ©	2.5	● ■	● ■	● ■	
		Business Ethics and EP200: Preventing and Detecting Money Laundering and Terrorist Financing Abuse	E138	7.0		● ■	● ■	● ■

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LEADERSHIP AND PERSONAL EMPOWERMENT

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Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert
Communication							
Negotiation and Communication Skill							
	Communication Techniques to Handle Difficult People	MP034A	7.0	● ■	● ■	● ■	● ■
	Build Relationships and Manage Difficult Situations at Work	MP132	14.0	● ■	● ■	● ■	● ■
	Positive Influence At Work - The Art of Getting What You Want at the Workplace	MP041	7.0	● ■	● ■	● ■	● ■
	Apply Basic Negotiation Skills and Techniques	WD002	8.0		● ■	● ■	
	Lead Workplace Communication and Engagement	WD005	16.0		● ■	● ■	
Presentation Skill							
	Presentation Skills – Present Like a Professional	MP155	7.0		● ■	● ■	
	Presentation Skills - Bring the Numbers Alive!	MP157	7.0		● ■	● ■	
	Master Class Boardroom Presentation Skills	MP119	7.0			● ■	● ■
Written Communication Skill							
	Writing Impactful Business Correspondence and Reports	MP110	7.0	● ■	● ■	● ■	
	Business Writing Workshop for Financial and Accounting Personnel	MP120	14.0	● ■	● ■	● ■	
Creative Thinking							
	Light Up Your Bulb! Creative Thinking Skills for Accountants	MP062A	14.0	● ■	● ■	● ■	
	Unleash the Potential of Creative Thinking	MP166	7.0	● ■	● ■	● ■	
Developing People							
	The Art of Coaching, Mentoring and Managing Staff - for Finance Professionals	MP121	7.0		● ■	● ■	● ■
	Coaching and Mentoring Skills for Managers	MP043	7.0			● ■	● ■
Digital Literacy							
	Introduction to the Effective Use of Social Media	BPP057 ©	1.0		● ■	● ■	● ■
	The 21st Century Workplace - Managing Social Media Use	BPP058 ©	1.0		● ■	● ■	● ■
Interpersonal Skills							
	EQ Skills for Success @ Work	MP028	7.0	● ■	● ■	● ■	● ■
	The Emotionally Intelligent Manager: Strategies for Developing Your EQ	MP074A	14.0	● ■	● ■	● ■	● ■
	Strategies for Personal Excellence @ Work	MP136	7.0	● ■	● ■	● ■	● ■
Leadership							
	Leadership Development Program for Managers: Lead with Impact by Enacting Transformational Behavioral Traits	MP139	14.0			● ■	● ■
	ISCA-SMU Financial Controllership Immersion	CS016ET	21.0			● ■	● ■
	A Leader's Guide to Mastering Influence	BPP050 ©	1.0			● ■	● ■
	Leadership and Management Skills	BPP051 ©	1.0			● ■	● ■
Lifelong Learning							
	Buzan Sharpen Your Memory	MP096E	7.0	● ■	● ■	● ■	
	Rethink. Reset. Results!™: Practicing Positive Intelligence for Increasing Performance	MP113	7.0	● ■	● ■	● ■	● ■
	Be a Self-Actualized Accountant - A Mindfulness Approach	MP122	7.0	● ■	● ■	● ■	● ■

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Above are selected courses. For more updates and the full suites of courses available, please visit <https://isca.org.sg/id/learning-roadmap/>

CODES

● Financial Accountants

■ Management Accountants



LEADERSHIP AND PERSONAL EMPOWERMENT

Skills and Competencies	Course Title	Course Code	CPE Hours	Foundational	Intermediate	Advanced	Expert
Problem Solving	Display Critical Thinking and Analytical Skills	WD001	16.0	● ■	● ■	● ■	
	Becoming a Creative Accountant: Analytical and Creative Problem Solving	MP057	7.0	● ■	● ■	● ■	● ■
	Solve Problems and Make Decisions at Managerial Level	WD006	16.0			● ■	● ■

Ⓢ : e-learning course

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SEMINAR / CONFERENCE

	Foundational	Intermediate	Advanced	Expert
Budget Update Seminar	● ■	● ■	● ■	● ■
ISCA Breakfast Talk series	● ■	● ■	● ■	● ■
ISCA Mingles	● ■	● ■	● ■	● ■
PAIB Conference		● ■	● ■	● ■

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