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ConvergenceCoaching®, LLC Launches Its 7th Anytime, Anywhere Work™ Survey

For Immediate Release:

Bellevue, NE, May 6, 2024:

ConvergenceCoaching®, LLC, a fully hybrid, remote, and flexible consulting firm that works exclusively with accounting firms, announced the launch of its **2024 ConvergenceCoaching Anytime, Anywhere Work™ (ATAWW) Survey** today. In its seventh edition, the ATAWW Survey is the only survey of its kind examining the adoption and impact of remote and flexible work practices in accounting and consulting firms across the country. Always seeking to provide new insights and information on remote and flex, **this year the survey has been expanded to include a separate question set to understand the remote and flexible work practices from the unique team member perspective.**



"Flexibility in where and when people work is a key component of being an employer of choice in our profession. **But firms are at a crossroads with their philosophies and practices around these approaches to work - especially related to remote work,**" says Renee Moelders, Partner with ConvergenceCoaching. "Leadership teams must unite in their approach so that execution is consistent across the firm rather than determined by individual leaders. **Participating in our ATAWW Firm Leadership survey and asking team members to participate in the separate Team Member survey questions will provide important insights that can lead to better leadership and team alignment.**"

Originally released in 2014, the **ConvergenceCoaching Anytime, Anywhere Work™ Survey** has provided a platform for firms to elevate their flexible benefits and change firm culture. The **Firm Leadership portion of the survey is designed for completion by one person from each accounting and consulting firm** -- usually the Managing Partner or a top HR professional. Those leaders are asked to provide information about their firm's remote and flex work practices. **The Team Member survey is open to anyone currently working in an accounting and consulting firm** and multiple team member responses per firm are welcome.

"We're excited to provide a new 'lens' into remote and flex work in firms through our team member questions," said Jennifer Wilson, Co-founder and Partner at ConvergenceCoaching. **"We're hoping that firms share the survey link with their Team Members which will provide an opportunity to 'peek inside' talent's opinions and experiences related to flexible work practices**

in our profession" continued Wilson. "The combination of firm-level data and team member insights will provide a unique opportunity to impact the mindset and strategic direction of firm leaders in our profession. Given how important the talent pipeline is to the success of accounting overall, hearing their thoughts on these important cultural and HR benefits areas is a must."

Participation in the ATAWW Survey allows firm leaders to benchmark their current flex and remote offerings against other accounting and consulting firms of all sizes around the country. Survey participants will have access to the full survey report which includes an executive summary, detailed reporting on survey results, and best practices and strategies to drive successful adoption of remote and flexible work policies. Non-participants will have easy download access to the executive summary at no cost or can purchase the full survey report.

Data will be aggregated, and individual or firm-specific data will not be shared, so respondents can be assured that their answers will remain confidential. Data will be used to identify trends and best practices and published in various publications and educational presentations. **Survey participants will receive a copy of the full survey report by November 22, 2024.**

2024 Anytime, Anywhere Work™ Survey

About ConvergenceCoaching, LLC

ConvergenceCoaching, LLC, is a leadership and management consulting firm whose mission is to **help leaders achieve success**. Since its inception, ConvergenceCoaching has operated as a 100% flexible and remote/hybrid organization with unlimited PTO and its assets in the cloud (before it was called the cloud). With its Anytime, Anywhere Work Services, ConvergenceCoaching provides education and helps firm leaders successfully implement remote and flexible work programs and move away from traditional work values of "face time" and mandated office hours.

To access previous Anytime, Anywhere Work Survey results or blogs, visit the **[Anytime, Anywhere Work section of our Inspired Ideas blog](#)**. For more information about ConvergenceCoaching, visit: **www.convergencecoaching.com**.

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