



### **Focus on the Future**

## **Guest Predictions: James Snyder**

*Guest Predictions is a regular feature in which we ask leaders in a number of professions a set of questions that affect us all.*

### **James Snyder, CPA CSPM**

*Jim began his CPA career at Yount Hyde & Barbour in 1989. He is experienced in providing business consulting, income and estate planning services and estate and trust administration services to successful businesses and individuals in many professions, especially engineering, law, technology and real estate. At YHB, Jim is the principal in charge of IT systems, serves on the firm's Retirement Plan Committee and is heavily involved in training staff. Jim has a B.S. degree in accounting from James Madison University and is certified in Strategic Performance Management.*

**Q: What changes in your professional environment in the past 3-5 years have you found to be the most beneficial?**

**A:** Adapting to technology changes has been a critical positive shift. We are using high speed internet access as a tool, allowing us to work from anywhere at any time. We may not be fully global by plan yet, but we are multisite and linkage has become increasingly important to us.

**Q: What changes have been the most troubling to you?**

**A:** Regulatory changes in audit and changes in tax laws are happening so frequently and rapidly, that we are expending increasing amounts of time responding. We would rather have some of that time available for our key focus, which is helping our clients plan as they grow their business.

**Q: How will globalization affect your professional area in the near term?**

**A:** We are constantly looking for "best of the best" practices, everywhere in the world and in turn have a willingness to share ours globally through the web.

**Q: What significant challenges might be anticipated in your professional area in the next few years?**

**A:** The increased regulatory environment for tax professionals in particular is one. Increasing difficulty in finding and attracting unusually talented professionals and creative analytical thinkers is a growing issue.

**Q: What are the greatest challenges confronting young professionals in Western culture today?**

**A:** We are at a moment when there is so much more value being placed on analytical thinking when the basic need is moving toward “disciplined creative” thinking. I worry that not enough effort is being given to train young professionals in this way.