

# FINANCE & ACCOUNTING PROFESSIONALS HIGH PERFORMANCE & LEADERSHIP WORKSHOP

A comprehensive learning experience designed to rapidly evolve the capability of finance professionals and optimise leadership effectiveness

13 - 14  
MAY 2021  
ONLINE DELIVERY

## EXPLORE

- ▶ Expectations and values of finance and accounting professionals
- ▶ Transition from technical expert to valued finance business partner
- ▶ Link finance to business operations and strategy
- ▶ Contribute insightful commentary through well-developed analysis and evaluation
- ▶ Explore the emerging power of big data and analytics
- ▶ Influential written and verbal communication and collaboration with the business
- ▶ Emotional competence to build resilience and self-management
- ▶ Lead and manage finance teams for peak performance
- ▶ Stakeholder mapping, analysis and engagement

## EXPERT FACILITATOR



**Kevin Riley**  
Managing Director  
Capital Training College

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## ABOUT THE EVENT

The move from specialist to strategist, from ledger to leader, is far from straight-forward. Technical expertise provides a solid career footing, but leadership demands a dynamic and finely-tuned set of skills. Recent years have seen a greater evolution of the traditional control responsibilities of finance functions, with organisations expecting more from their finance teams than ever before.

This interactive course will address core technical and leadership skills, enabling you to step up as a fully-fledged finance business partner. You will walk away with the tools to lead under pressure, learn high-level communication skill to empower you as a leader of change, and be braced to tackle any challenge.

You will also have front-row seats for an exclusive Finance Leaders Panel, where established finance and accounting leaders will share their personal stories and help you turn insight into action.

## TRAINING DELIVERY AND PRE-COURSE QUESTIONNAIRE

This workshop will be delivered using a three tiered approach. The structure of each session is as follows:

1. Technical overview and review of research into the topic area under discussion
2. Practical application of management principles in the review of case studies, worked examples and interactive exercises
3. Discussion of outcomes and implementation issues

Workshop participants will have the opportunity to include comments and questions about issues outlined in the program by way of a pre-course questionnaire. This feedback will enable the course facilitator to adjust content accordingly. The workshop has limited places to allow for customisation, greater interactivity and for individual concerns to be addressed.

## DAY ONE

### From ledger to leader: Finance leadership foundations

- ▶ Characteristics of the valued finance business partner
- ▶ Leadership concepts and practical skills for building leadership capability
- ▶ Making finance leadership work tactically, strategically and practically
- ▶ Transition from subject matter expert to valued finance business partner

### Develop a strategic direction and perspective as a finance leader

- ▶ Finance as a true business partner: Leveraging the finance value chain
- ▶ Discuss the role of finance and accounting in understanding the strategic direction of your organisation
- ▶ Explore the emerging power of big data and analytics
- ▶ Strategically focused financial and business process analysis tools

### Skills for adaptive finance leaders

- ▶ Different leadership models and practical approaches in a finance context
- ▶ Understand the distinction between technical and adaptive challenges
- ▶ Identify your strengths and weaknesses, and how to rely on others and contribute to others too!
- ▶ Develop emotional competence, founded on the Emotional Intelligence (EQ) model

### Collaboration, influential communication and reporting

- ▶ Understand effective communication and how to tailor your approach to different audiences
- ▶ Having constructive interactions with others - when to ask vs. when to tell, develop listening skills
- ▶ Build strong working relations with others, including people who 'tick' differently
- ▶ Identifying the attributes of effective written and verbal reports

## DAY TWO

### **Provide insightful commentary through well-developed analysis and evaluation**

- ▶ What does good analysis and evaluation look like?
- ▶ How can you add value through good analysis and evaluation?

### **People management in the context of finance practice**

- ▶ Manage finance teams, retain and grow talent through effective people management skills
- ▶ Building trust-based relationships with internal and external stakeholders
- ▶ Focus on individual and team performance to deliver results
- ▶ Empower finance teams to reach their highest potential

### **Stakeholder management and engagement**

- ▶ Nurture strong internal and external relationships
- ▶ Manage competing agendas, tight timeframes, organisational changes, and confidentiality
- ▶ Technical methods to support strategic engagement, stakeholder mapping/analysis and boundary spanning

### **Interactive Discussion Module: Turning Insights into Action**

- ▶ How to translate broad leadership tools and tactics into practical, personalised result
- ▶ Personalising the path to leadership, go your own way
- ▶ Setbacks and step-ups: Two sides of the same coin

### **Finance Leaders Think-Tank: Next steps for finance leaders**

- ▶ Reflect and respond to key lessons for the program
- ▶ Conduct Force Field Analysis to start the planning of your next steps
- ▶ Develop your personal roadmap to being a successful finance business partner

## WHO WILL ATTEND?

Any Finance professional wanting to be a part of or create a World Class Finance team cannot afford to miss this unique event! Participants will include:

- ▶ Finance Manager / Executive
- ▶ Financial Controller / CFO / Finance Director
- ▶ Accountants / Management Accountant
- ▶ Finance Officer
- ▶ Analysts
- ▶ Budgeting Specialists
- ▶ Forecasting
- ▶ Business Planning

## YOUR FACILITATOR

Kevin Riley has more than 30 years of experience in financial and performance management and budgeting. This includes working with Treasury and Finance departments in the Commonwealth and across all Territory and State jurisdictions.

Kevin and the Capital Training College team have more than 20 years of experience in designing and facilitating learning and development programs focused on building work teams' financial and risk management performance measurement and improvement skills and capabilities.

Kevin will draw upon his public sector experience to assist you to enhance your skills in strategic and operational planning, costing, budgeting and forecasting, analysis and evaluation and performance reporting. Kevin's experience also includes financial management consulting and assurance experience with PricewaterhouseCoopers (PwC) from 1983 to 1996. Kevin is a Fellow with both Chartered Accountants Australia and New Zealand and CPA Australia. He is also a Qualified Accountant with the Chartered Institute of Public Finance and Accountancy (UK).

Kevin is the National Treasurer and National Councillor for the Institute of Public Administration Australia.



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