

## Overview:

As Finance builds its role as a true business partner, there are development implications for Finance professionals. Finance roles are increasingly requiring a wider range of skills beyond the foundation of professionally qualified and technically able staff.

The aim of our Finance Partnering Academy is to develop the skills of Finance professionals to partner the business effectively. The core development activities are based around the Develop Global Finance Business Partnering competencies of relationship manager, shaper, leader, consultant and expert. Underpinning these competencies are the knowledge, skills and attitude required to build productive business relationships, contribute to strategy and add value to the business.

## Workshops and Resources:

Organisations can access a range of resources and workshops to develop their own bespoke 'Finance Academy'. Workshops can be run 'off-the-shelf' or designed specifically to meet organisational and group needs.

### **Finance Partnering the Business – One Day**

This workshop is aimed at Finance Leadership Teams who want to develop their understanding of what it means to work in a partnering approach. Full of hints, tips and tools and external research and references, it will enable senior teams to review the effectiveness of Finance and plan on how to take the team to the next level.

### **Developing as a Finance Business Partner – One Day (Also available as an open workshop.)**

This gives greater clarity to the role of a Finance Business Partner. It is a foundation workshop to provide practical skills, tools and advice to move the Partnering role forward.

### **Developing Strategic Influence for Finance – One Day**

This workshop develops the key competencies of strategic awareness, strategic influence and strategic thinking. Content includes the role of Finance in strategy, strategic mindset and the opportunities to contribute. It includes a strategy toolkit, as well as practical case studies and implementation plans.

### **Business Consultancy for Finance – Two Day**

This workshop provides the skills and tools to enable Finance Partners to deliver first class consultancy to the business. Content includes how to contract and engage with business customers, diagnose and identify issues and opportunities, galvanise resources and deliver and evaluate results.

### **Finance Shared Services - One Day**

With increasing pressure to reduce costs and provide a better service, the need to be able to gain full benefit from efficient and effective Finance Shared Services increases. However, such an approach is often very different from traditional ways of working and there are many challenges to overcome. This workshop will help you get behind the headlines and rhetoric so that you can meet these challenges with practical tools, lessons learned and advice from experts and a clear plan of action.

## **Lean for Finance - One Day**

Our Lean Management for Finance workshop is aimed at Finance leadership teams and managers who are currently transforming their Finance Departments or considering improving current services. The workshop provides a straightforward introduction to the philosophy of lean and its implementation in service areas with practical tools and support from working practices to behavioural changes.

## **Relationship Management, Influencing and Communication - One Day**

This workshop develops the essential relationship management and influencing skills, knowledge and attitude required. Content includes building rapport, personality drivers, political mapping, negotiation and advocacy, creating the right image, effective communication, delivering complex information and key messages to business customers.

## **Coaching for Finance - One Day**

Whether working with team members or with business customers, this workshop will build coaching skills and capability to support performance, financial competence and develop individuals. It combines understanding of coaching good practice with tools, approaches and skills to develop confidence and embed coaching in the Finance Partner's toolkit.

## **Fast Track Partnering Skills for Finance – Two Day**

We offer an intensive solution drawing on several of our workshops to provide a bespoke two-day practical workshop to develop Finance Business Partners.

## **Other Elements to the Academy**

We also offer workbooks, self-managed learning, action learning, individual coaching, master classes, networking, secondments and mentoring.

## **Contact us:**

For an informal discussion, please call Shirley Dalziel on +44(0)7740 737739 or email [karen.morrison@develop-global.com](mailto:karen.morrison@develop-global.com)