




Finance Skill Sets & the Future of Finance Talent

Agenda

Societal Changes

 2016 *DNA of the CFO* Study

Visionary Skill Sets

McKinsey&Company *New Tech Talent* Study

Creating a Leadership Pipeline Report



fei financial executives
international

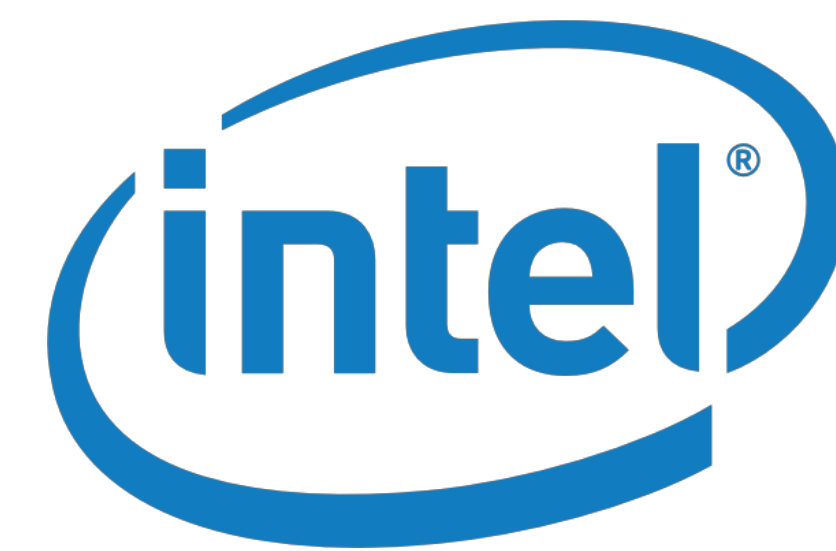
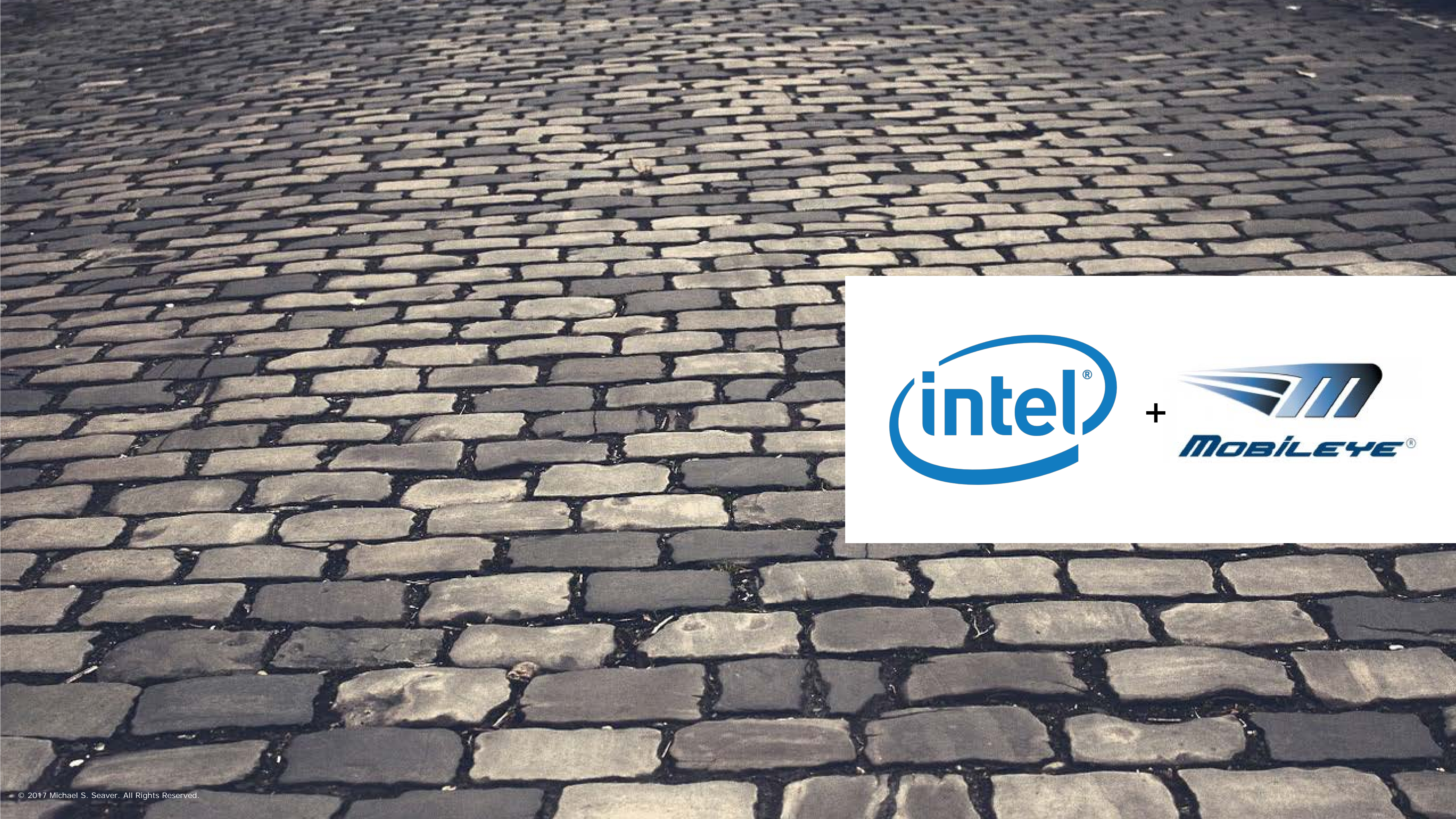
ferf financial executives
research foundation

Polling Question #1

In the March 9th FEI Daily, Tim Hird's article, Fostering Professional Development for Your Team and Yourself discusses characteristics CFOs feel employees most need to be successful.

What is that characteristic?

- A. adapts easily to change
- B. motivation to learn
- C. strong interpersonal skills
- D. willing to work long hours



+







Generation Z



In our latest *The DNA of the CFO* study, more than 760 finance leaders around the world share their perspectives on the future finance function.



67%

say that improving business partnering between finance and the business is a major priority.

65%



say that standardizing and automating processes and building agility and quality into processes will be a significant priority.



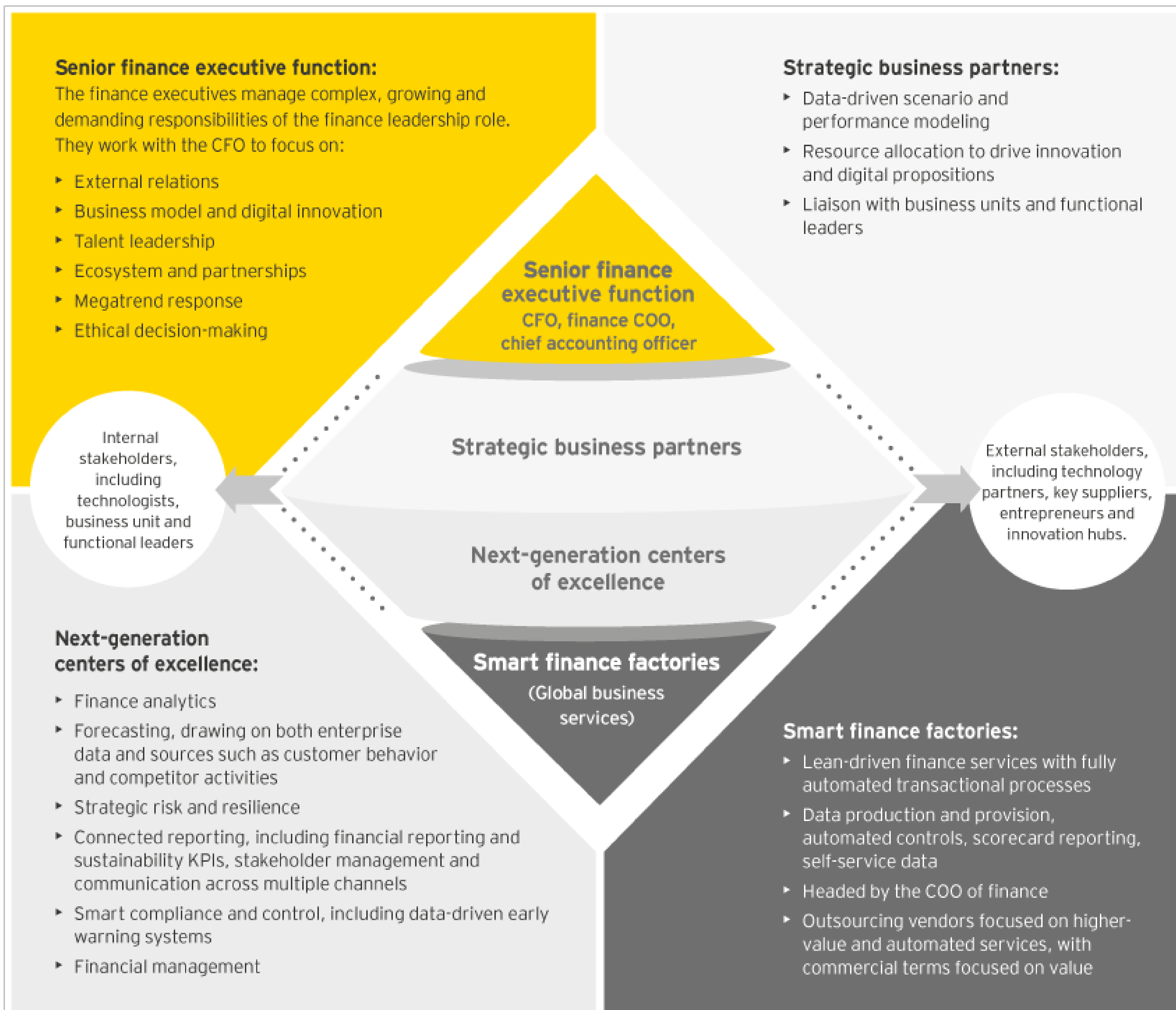
58%

say combining state-of-the-art technology with process improvement will be a major focus.

57%



say that building skills in predictive and prescriptive analytics is critical.



Polling Question #2

In 2009, IDEO created the Human-Centered Design Toolkit to involve the human perspective in all steps of the problem-solving process. Have you, or a member of your team, utilized this framework to improve departmental outcomes?

A. Yes

B. No

C. I'm not sure

Visionary Skill Sets

Ethnographic research

Human-centered design

Rapid prototyping

Customer empathy

Agile development

Digital technology

Emotional intelligence

Influence ability

Probability and statistics

Technical (risk, SaaS, cloud, etc.)



Polling Question #3

Has the organization you work for ever acqui-hired talent?

A. Yes

B. No

C. I'm not sure

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1. Build a compelling vision
 2. Make targeted “anchor hires”
 3. Reimagine recruiting
 4. Create a network of digital labor platforms
 5. Build an ecosystem of vendor partners
 6. Acqui-hiring talent

Article
September 2016

The new tech talent you need to succeed in digital

By Satty Bhens, Ling Lau, and Hugo Sarrazin

Creating a Leadership Pipeline: Developing the Millennial Generation Into Finance Leaders




Polling Question #4

In Gary Chapman and Paul White's book, *The 5 Languages of Appreciation in the Workplace*, readers learn how (1) words of affirmation, (2) quality time, (3) acts of service, (4) tangible gifts and (5) appropriate physical touch positively engage employees. How many times per week do you show appreciation for each member of your team?

- A. 0
- B. 1-3
- C. 4-6
- D. 7-10

Review

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