
Leadership Role in Financial Strategy



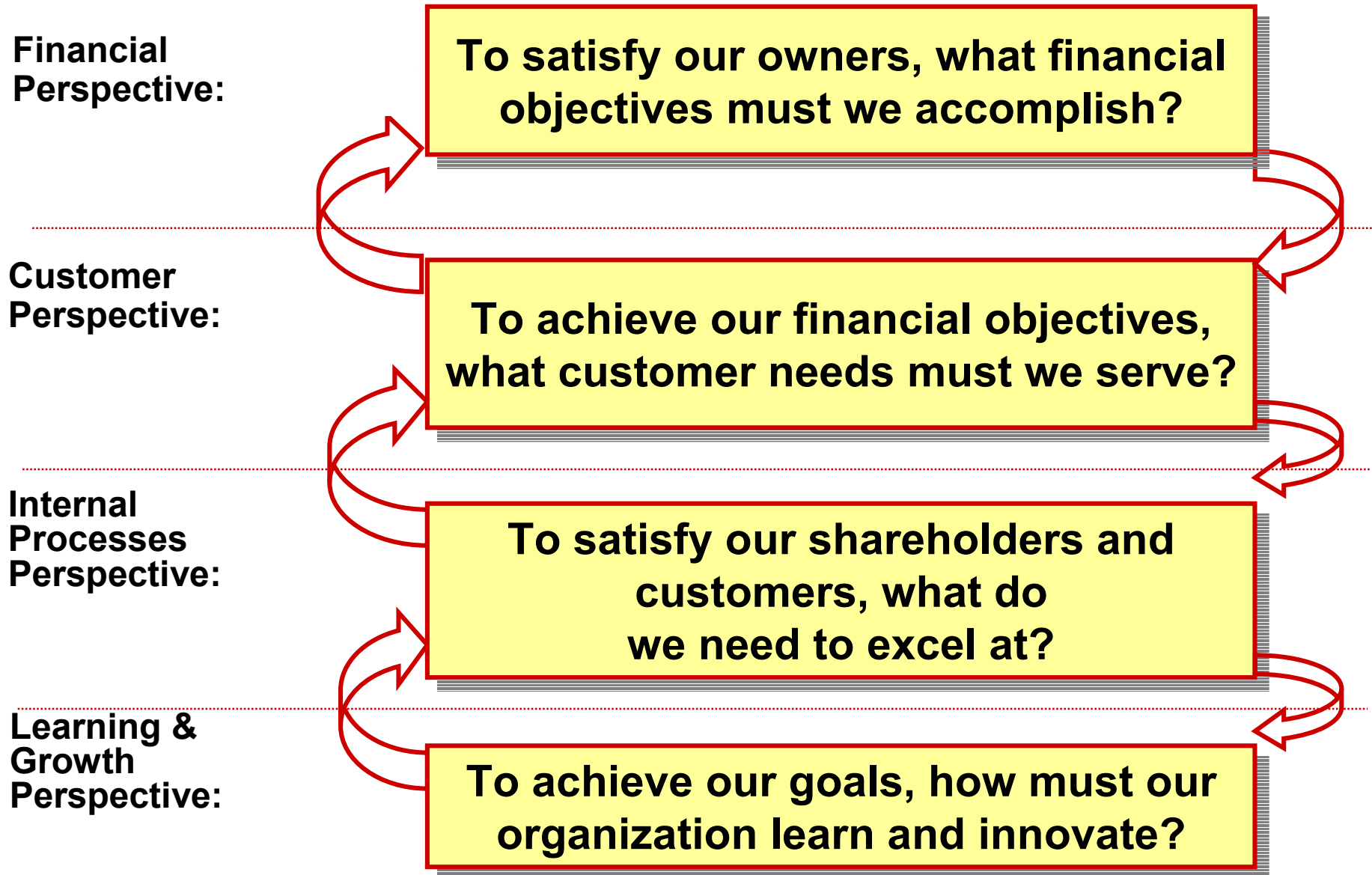
Emerging Issues and Opportunities

- **Declining revenues and economic recession**
- **Workforce challenges**
- **Leadership alignment/styles**

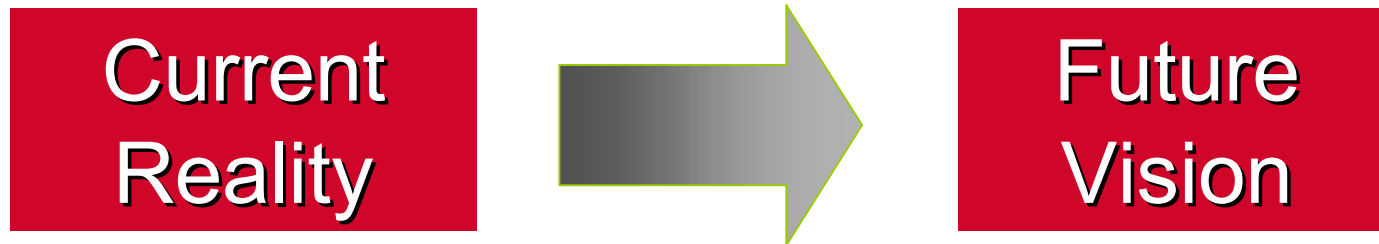
Financial Executives as Value Drivers

How does the operations or financial professional create value and project strategic competency in their approach to company mission ?

Strategic Employee Development



What is Strategy?



How = Strategy

Why Strategy Fails



Source: Adapted Robert S Kaplan & Renaissance Worldwide Inc.

Strategic Employee Development



Leadership and Operations Strategy to Drive Results

Employees are generally the largest cost in an organization, leading to a mindset that:

- ❑ **Employees are a cost to be managed-(Scientific Management Theory)**

Leaders are beginning to recognize that competing in today's marketplace requires a new mindset:

- ❑ **Employees are an asset to be leveraged-(Transformational Leadership Theory)**

Leadership Alignment/Styles

Human Capital – Knowledge, Skills, Training, Motivation, Behavior

Technological Capital – IT Systems, Databases, Nets, Equipment, Commun.

Organizational Capital – Culture, Leadership, Alignment, Teamwork

- Foundations of Scientific Management Theory
- Transformational Leadership Approaches-AI, Servant Leadership
- Future Strategic Readiness-Generational Perspectives