

### An Executive Recruiter's view

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### The Future CFO

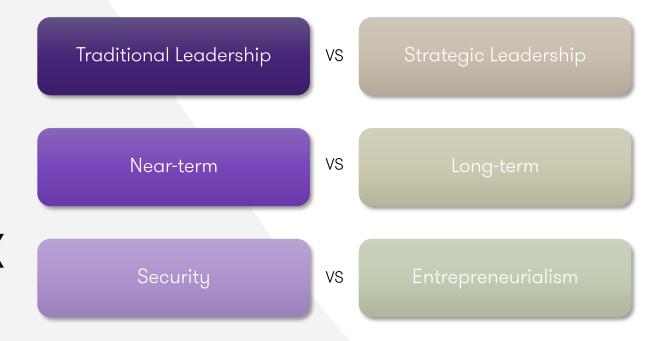
Search, Assessment & Recruitment Dynamics

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# THE FUTURE CFO'S PARADOX





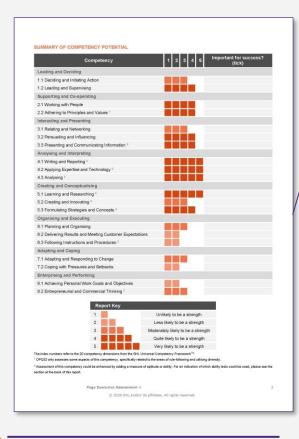
### **Transitioning away from Traditional Recruitment**

## WHAT ARE COMPANIES LOOKING FOR IN THE FUTURE CFO?

**Challenges with Recruitment Technology** 

**Building Breadth of Experience** 





### **Demonstrating Key Leadership Behaviours**

Strategic vs tactical focus

**Technological proficiency** 

**Emotional intelligence** 

**Outstanding interpersonal skills** 



## THE NEW JOURNEY TO CFO

Reviewing key differences in performance indicators from GFD, FD and FC to CFO Typically, GFD, FD and similar roles are judged on performance, drive, results, commerciality, technical excellence – a CFO's impact and outputs are quite different:

Transformational

Visionary – selling skills and acumen

Future-focused vs in-the-day challenges

Board-oriented, in charge of strategic goals of the business as a whole



## Highlights from our CFO network

"Self-awareness is key" – embrace **FEEDBACK** 

Become a **LEADER** – more than just a finance leader

Create a **culture of INCLUSIVITY**, **ideas**, and **trust** – focus on bottom-up listening

Keep it fresh – nurture **INNOVATION** to problem-solve effectively



### Highlights from our CFO network

Lack of structure in today's CFO role

Finance needs to transform, and isn't coping with **pace of change** 

Ability to sell & influence is key

20 years ago, leadership was prescriptive & authoritarian – revolution has taken place with both technological and generational dynamics

"What hills can be climbed together?"



# Demonstrating Leadership Behaviours throughout the Application Process

Always ask yourself the "So what?" question

Focus on value creation

Highlight 'execution' alongside 'strategy'



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