

The talent dilemma: build, buy, or borrow tomorrow's finance skills?

CFO Forum

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Housekeeping:



Attendee Participation

Please note your microphone and camera have been disabled.

Submit questions via the Q&A box.

A feedback survey will be shared in the chat at the end of the webinar.

Note: Today's presentation is being recorded and will be provided within 48 hours.

**The skills landscape is
rapidly evolving**

Disruption in finance



CFOs say 'driving and managing change initiatives' is currently the most time-intensive aspect of their role



79% of CFOs say they have seen an increased focus on work-life balance in their team over the last 12 months



'ESG strategy', 'data analytics' and 'strategic thinking and decision-making support' the top 3 skills CFOs want to bring into their team over the next 12 months

**Finance is no longer about
numbers, it's about insights,
influence, and impact**

Navigating the new talent landscape

What skills are we looking for?

Advanced data & analytics

Data science, AI/ML engineering,
predictive modelling

Tech-adjacent finance expertise

Digital finance transformation,
ERP/cloud finance
platforms/process automation

Human-centric capabilities and power skills

Strategic foresight, change &
influence, emotional intelligence,
adaptive leadership

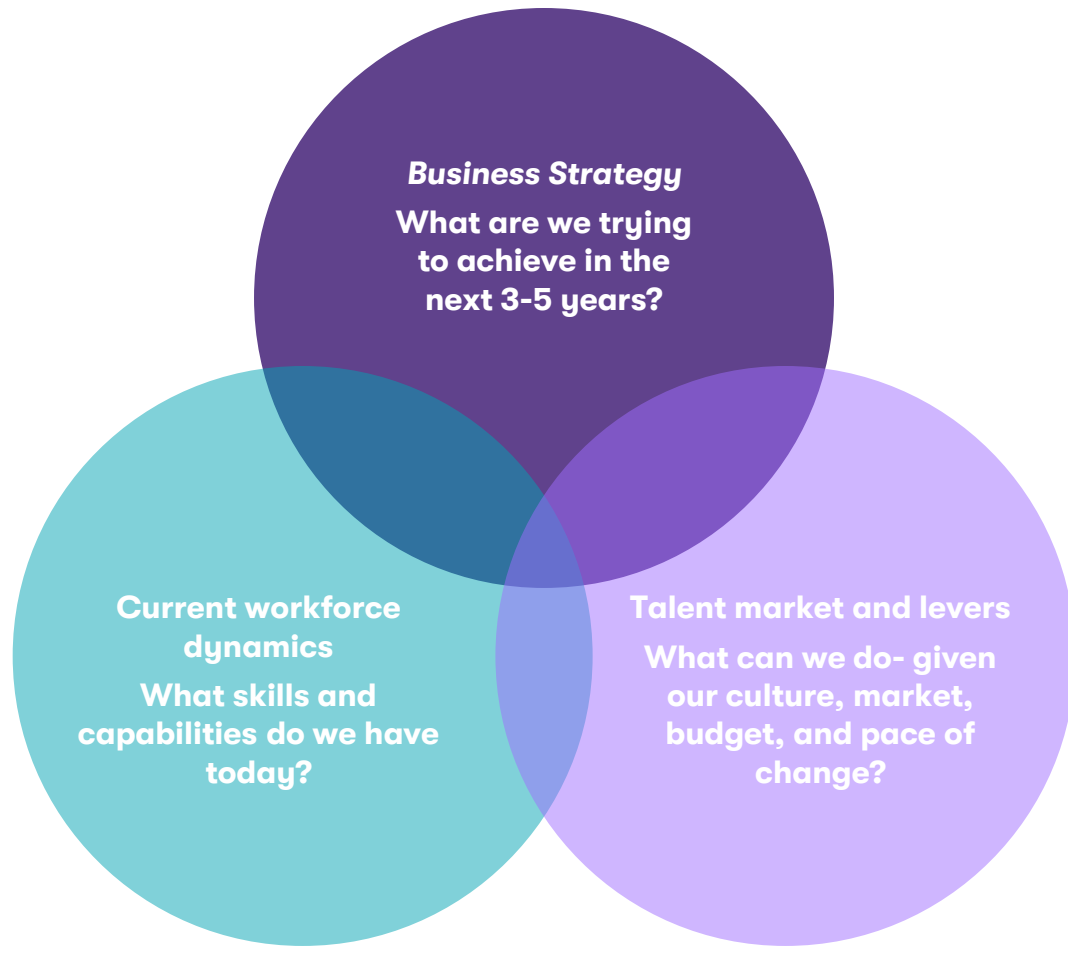
Green transition and sustainability

ESG reporting, carbon accounting,
sustainable investment modelling

Regulatory and compliance fluency

AI ethics and governance, data
privacy, global tax & compliance

Finding the talent sweet spot through strategic workforce planning



SWP = Data-driven decisions, faster execution,
future ready finance



Internal skills and
capability mapping



Skills forecasting
and gap analysis



Development: co-
develop learning
pathways



Career progression
models: enabling non-
linear careers in finance

Tailored to your requirements

Create a Finance Skills strategy tied directly to your business strategy and your current and future needs

Build

For long term investment and talent retention

Culture of learning and role mobility

App Levy optimisation

Internal learning academies/upskilling hubs

Rethinking early careers and non-traditional career pathways

Buy

For quick capacity, critical gaps or roles difficult to develop in-house

Reimagined EVP: purpose, flexibility, EDI, career pathing

Enhanced talent attraction capabilities through -

Enhanced compensation strategies

Employer branding aligned with future focused capabilities

Borrow

For flexibility – to manage short term needs or rare/emerging skills

Strategic flexing – on-demand expertise

Partnerships with agile communities/consultancies

On-demand platforms and talent marketplaces i.e. freelancers, ESG experts

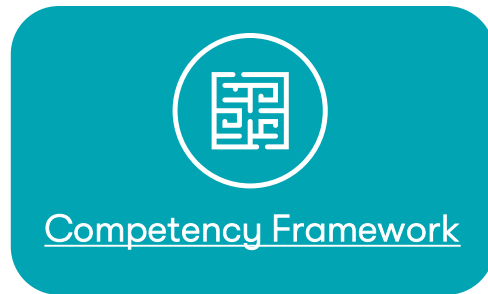
Helping finance functions stay agile and flexible



Objective

Building a “Finance Skills Compass” to help embed their Finance people strategy focusing on talent pipeline, career pathways, and broader learning and development

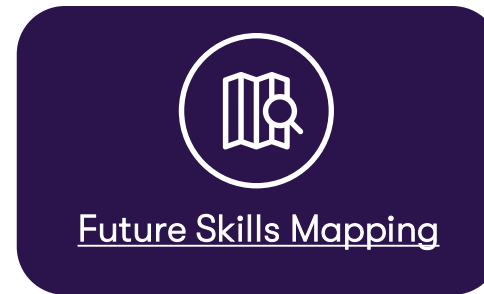
What we helped build



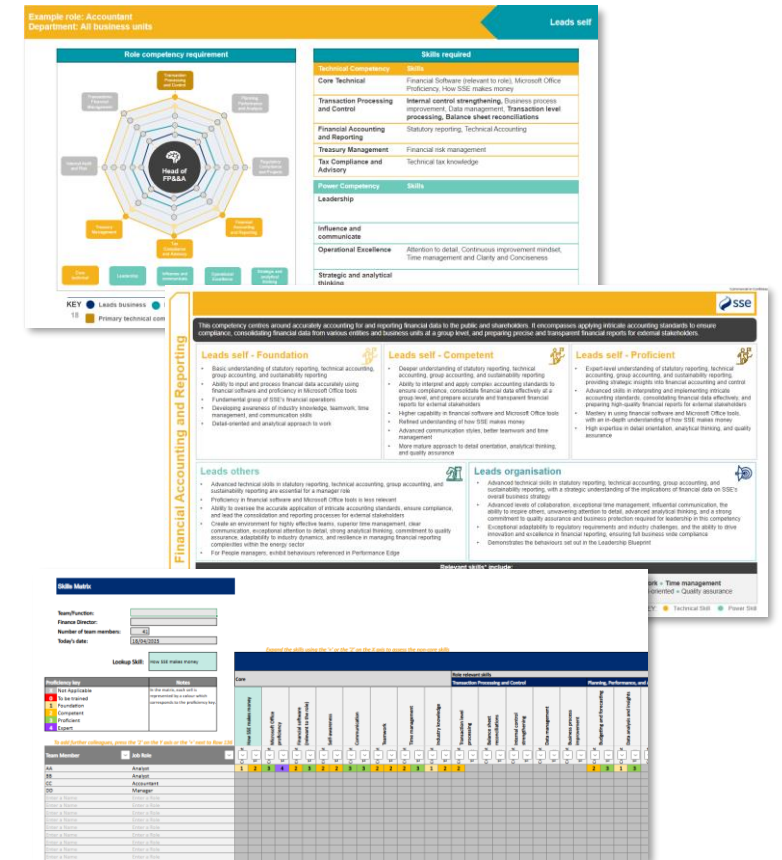
Identifying competencies, skills, behaviours for current and future needs



Real life examples demonstrating linear and squiggly career pathways



Mapping current and future skills level for development



Q&A

Get in touch



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