

# Accenture Academy Finance Workforce Effectiveness

Proven, cost-effective  
learning solutions to rapidly  
advance the skills of your  
finance workforce

High performance. Delivered.



The CFO and the finance organization have increased their importance in companies around the globe. Company executives now rely on the CFO with the support of the finance organization not just for financial guidance, but also to help develop and shape strategies, provide insights on how to optimize resources to improve profitability, and minimize risks as the business world grows more volatile and complex.

Success of the finance organization in these endeavors is influenced by many factors. But arguably the most prominent one today is the effectiveness of the finance workforce—which is why it's critical for companies to ensure their finance talent has the right skills that align with finance's expanding role. That means going beyond building traditional competencies associated with being good stewards of a company's financial well-being to include newer ones that help drive higher overall business performance.

Accenture Academy meets the need for this more expanded role that balances core business and finance responsibilities to benefit the company as a whole. We offer an extensive, proven finance and enterprise performance curriculum, and integrate that curriculum with a variety of specialty and business management skills in areas such as analytics, process excellence, project management, risk management and leadership.

As a worldwide leader in innovative and effective learning solutions, Accenture Academy provides a blended, interactive and highly engaging learning environment. Our courses are designed to help organizations achieve measurable business outcomes, and our learning professionals work with organizations to keep learning plans aligned with changing strategies and business goals.

The Accenture Academy curriculum covers the following finance areas:



## An extensive finance curriculum

- Accenture Academy provides a finance curriculum that is based on functional competency models and job frameworks. At the same time, Accenture Academy provides a solution tailored to your organization, your people and your goals. That means assessing your organization's current skills, analyzing the gap between where your people are and where they need to be from a training perspective, and then matching learning plans to those needs. **Our integrated curriculum includes the following subject areas:**
- **Finance fundamentals**, including understanding financial statements, business accounting, and the role of finance in broader enterprise performance. This curriculum is also useful in training non-finance people in the basics of the discipline.
- **Performance management**, including how to create accurate budgets and forecasts, provide analysis and reporting that is relevant to business decision makers, and manage the enterprise's cost and profitability.
- **Finance processes and operations**, providing knowledge to help practice, manage, and improve day-to-day finance processes and operations such as order-to-cash, treasury and general accounting.
- **Specialty finance**, including how to implement appropriate internal controls, communicate effectively with investors; and manage financial risk.
- **Cross-functional skills**, providing insight into other business functions including supply chain and procurement, as well as leadership skills, which can help finance people become more effective partners with the business.

## Established track record—measurable results

Our Accenture Academy clients in finance are realizing significant benefits in enhancing skills development, engaging top talent and improving organizational performance:

One of the world's largest **oilfield services companies** invested in Accenture Academy training to broadly increase the overall contribution and business value delivered by the finance organization.

A large **financial leasing organization** engaged Accenture Academy as part of a larger workforce transformation program, which helped employees identify more than \$100 million in savings.

The global finance organization at a **multinational food processing company** used Accenture Academy to help finance employees gain a deeper understanding of other key company functions to improve decision making and business partnering across the organization.

A global **supplier to the oil and gas industry** selected Accenture Academy to create a uniform level of competencies in key areas for all of its country controllers and, consequently, increase the efficiency and productivity of the people in those positions.

## The critical role of the finance workforce

While finance executives understand the importance of building an effective workforce in their function, the most recent Accenture CFO survey suggests this is increasingly taking on a sense of urgency. Investing in upgrading the skills of the finance professional staff in the next two to three years is the top priority of the finance function, according to the finance executives participating in the study.

Our study further found that finance people are increasingly expected to work with business leaders across the enterprise—which, in turn requires finance employees to also demonstrate a broad understanding of other disciplines, including supply chain, IT and sales.

