

Financial Leaders are responsible for managing and influencing a company's financial strategy. Financial Leaders also oversee investment decisions and engage in risk management to ensure the current and future fiscal health of the company. They also perform financial planning and future forecasting, as well as ensure company compliance with various financial regulations and principles and tax laws.

### Example positions

Chief Financial Officer (CFO), VP of Finance

## COMPETENCIES

**Strategic Thinking** - Financial Leaders develop and help drive a shared understanding of a long-term vision that describes how the organization needs to operate now and in the future.

**Leadership Communication** - They generate a shared commitment to the organization, building morale and encouraging ownership of mission, goals, and values.

**Business Acumen** - They make sound business decisions based on a strong understanding of the company's business model, strategic goals, and relevant policies, as well as best practices and current technologies in their own discipline or functional area.

**Deliberative Decision Making** - They gather, consider, and evaluate all relevant information to make logical conclusions before being moved to action.

**Planning and Priority Setting** - They identify priorities and develop detailed action plans that include objectives, accountabilities, time frames, standards, review stages, and contingencies.

**Adaptability** - Financial Leaders are able and willing to shift course when external influences affect an initial plan, condition, or situation. They are willing to change their own ideas or perceptions on the basis of new information or evidence and they are able to alter standard procedures when necessary and juggle multiple demands as required.

**Fact-based Management** - They view the organization as an open system, synthesize information from diverse sources, come to conclusions, and make decisions that are rational and based on sound evidence.

**Compliance** - Financial Leaders work to ensure that they, team members, other employees, contractors, strategic partners, and other relevant stakeholders act in accordance with all pertinent rules, regulations, policies, and best practices.

## Representative behaviors

- Evaluates short- and long-range implications of decisions
- Clearly communicates vision and strategy across all organizational levels
- Thinks strategically to promote growth or gain competitive advantage
- Gathers all information needed to make informed recommendations
- Thinks through what is needed to meet goals in terms of people and time frames
- Redirects efforts when goals change or results are not met
- Assesses what data are needed to make well-informed, accurate business decisions.
- Monitors laws and regulations that impact the industry



JOB MODEL																
Leading		Active Communication		Interpersonal Dynamics		Making Decisions		Solving Problems		Managing Processes		Self-Management				
Leadership Maturity		Influence and Persuasion		Interpersonal Sensitivity		Deliberative Decision Making		Creativity and Innovation		Quality Focus		Composure and Resiliency				
Leadership Communication		Conflict Management		Helpfulness		Decisiveness		Analytical Thinking		Compliance		Generating and Expressing Enthusiasm				
Driving Results		Negotiating		Service Focus		Strategic Thinking		Learning Agility		Response Orientation		Strength of Conviction				
Leading Change		Active Listening		Relationship Building		Organizational Citizenship		Scientific Acumen		Safety Focus		Achievement Motivation and Perseverance				
Managing Innovation		Communicating		Collaboration and Teamwork		Information Seeking		Business Acumen		Process Management		Self-Awareness				
Managing Quality		Instructing		Organizational Savvy						Time Management		Adaptability				
Team Building				Global Mindset						Planning and Priority Setting		Initiating Action				
Coaching and Developing Others										Organizing and Documenting Information		Accountability				
Delegating										Applying Standard Practices		Professionalism				
Fact-Based Management												Continuous Learning				
Strategic Talent Management												Extended Task Focus				
Directing												Comfort with Ambiguity				