

Managing a financial team

WHO SHOULD ATTEND?

Chief Financial Officers – Financial, Consolidation and Accounting Managers

Prerequisites: *this training does not require any particular prerequisite.*

OBJECTIVES

- › Know yourself better to better adapt
- › Know how to adapt your management style to the specificities of your teams
- › Manage your team's skills and career paths
- › Adopt an attitude fostering exchange, cooperation and buy-in

WHY YOU SHOULD ATTEND?

- › The role of a manager cannot be improvised and financial teams have specificities to manage. Technical expertise alone is not sufficient to get employees' buy-in and to involve them.

This training allows you to identify the attitudes and actions that lead to active cooperation.

It allows you to implement simple management techniques and methods useful in complex situations with major challenges for yourself or your employees.

DETAILED CONTENT

› Different management styles

- Knowing your dominant style
- Adapting your management style
- Constructing your team management process
- Managing remote teams

› Communication

- Understanding the communication process
- Knowing yourself better to better adapt
- Identifying your employees' profile
- Adapting your communication style
- Developing active listening techniques
- Arguing, convincing and persuading
- Understanding obstacles to change and dealing with objections

› Financial skills management

- Financial competence framework and key missions
- Career path
- Team's collective evaluation
- Training needs assessment

› Conducting effective interviews

- Managing tense situations
- Distinguishing between different types of interviews: delegation, congratulations, redirection, end of year assessment, skills meetings, etc.

› Conducting change

INSTRUCTIONAL APPROACH AND LEARNING ASSESSMENT

- **Prior to the session:** documentary inputs (video, articles).
- **During the session:** alternating theory, illustrations and business cases. Transposition by participants to their own cases. Quizzes, self-assessment questionnaires and role-plays contribute towards giving direction an operating content to the soft skills dimensions. These numerous exchanges ensure skills acquisition throughout the training.
- **After the session:** documentary inputs (synthesis, articles, video, etc.). The trainer is available to answer any follow-up questions participants may have.

DURATION: 2 DAYS

DATES*: 25-26/01/24
13-14/03/24
06-07/06/24
08-09/10/24

PRICE EXCL. VAT: 1 860 €

(*) Delivery method: face-to-face, subject to change according to your requests and/or health conditions.

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