Introduction

This prestigious Oxford high-performance leadership program is designed to prepare leaders with the essential skills required to navigate the complex and high-stakes world of finance and leadership.

As part of a distinguished series of programs such as the Oxford Leadership Program and the Oxford High-Performance Leadership Program, this course serves as a foundation for advanced finance leaders by integrating financial expertise with executive leadership capabilities.

This advanced finance leaders seminar combines key areas of management, leadership, and financial management. Participants will strengthen their skills in people management, team leadership, financial analysis, planning, and financial control.

The Oxford leadership course is an integral component of the finance leadership development pathway for both current and aspiring finance leaders.

Intended Audience

This program is particularly suitable for:

- Managers, supervisors, and team leaders
- Professionals in project management
- Human resources practitioners and individuals from other non-financial functions
- Accountants
- Financial analysts
- Auditors
- Finance staff and senior finance professionals
- Professionals who wish to gain a deeper understanding of the financial dimensions of their roles

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Learning Objectives

By the end of this Oxford leadership program, participants will be able to:

- Understand their responsibilities as both managers and leaders
- Set clear objectives and establish performance standards for their teams

- Manage workloads effectively through prioritization, delegation, and information management techniques
- Enhance their ability to influence others
- Develop and optimize the capabilities of team members
- Gain exposure to a variety of leadership and management approaches, enabling them to adopt practices suited to their personal style and organizational context
- Practice leadership and management techniques in a safe environment before applying them in the workplace, building confidence to go beyond traditional assumptions about management
- Expand their financial knowledge to manage financial responsibilities effectively within their roles and improve organizational performance
- Apply appropriate tools and techniques when making decisions related to investment, operations, or financing, supported by quantitative analysis
- Understand financial tools and methodologies that underpin planning and control at the departmental, business unit, and organizational levels

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Key Competencies Developed

Participants will strengthen their skills in:

- Leadership and team management
- Building, motivating, and leading teams
- Effective communication
- Time management and prioritization
- Problem-solving and decision-making
- Financial analysis, planning, and control
- Making informed financial decisions
- Investment evaluation and analysis
- Business performance management

Course Content

Unit One: Understanding Your Role

- Leadership versus management

- Self-assessment and self-perception
- Going beyond the job description to understand organizational expectations
- Balancing conflicting demands from stakeholders
- Understanding organizational change
- A structured model for implementing change

Unit Two: Personal Effectiveness, Time Management, and Delegation

- Understanding personal and organizational contexts
- Working with outcome-oriented approaches
- Establishing individual and team objectives
- Managing performance effectively
- Utilizing time productively
- A practical framework for effective delegation

Unit Three: Communication, Influence, and Conflict Management

- Channels and methods of communication
- Developing listening skills
- Building rapport and managing emotions
- Techniques for persuasion and negotiation
- Approaches to assertive conflict resolution

Unit Four: Team Building, People Management, and Motivation

- The dynamics of high-performing teams
- Identifying and understanding team roles
- Practical team-building exercises
- Motivating and rewarding team members
- Building and communicating a shared vision
- Exploring different leadership styles

Unit Five: Enhancing Team Performance through Coaching and Development

- Understanding how people learn
- Using coaching as a tool for individual and team development
- Delivering effective feedback
- Creating development plans
- Preparing for the next stage of growth

Unit Six: The Challenge of Financial and Economic Decision-Making

- Applying financial and economic analysis in practice
- Corporate value and shareholder value creation
- A dynamic perspective on business performance
- Benchmarking and competitor analysis
- The agency problem and corporate governance
- Identifying and utilizing relevant financial information
- Understanding the nature and role of financial statements
- The broader context of financial analysis and decision-making

Unit Seven: Assessing Business Performance

- Using ratio analysis to assess business performance
- Perspectives from management, owners, and lenders
- Ratios as part of an integrated system
- The pyramid structure of financial ratios
- Comprehensive performance analysis using the Dupont system
- Economic Value Added as a measure of performance
- Techniques for predicting financial distress

Unit Eight: Projecting Financial Requirements

- Interconnection of financial projections
- Operating budgets and performance monitoring
- Standard costing and variance analysis
- Cash forecasting and budgeting
- Sensitivity analysis for planning
- Dynamics and growth within business systems
- The role of operating leverage
- Developing financial growth strategies
- Financial modeling for planning and forecasting

Unit Nine: Evaluating Investment Decisions

- Applying time-adjusted financial measures
- Net present value and internal rate of return methodologies
- Strategic approaches to investment analysis

- Integrating Economic Value Added with investment decisions
- Refinements in evaluation, including equivalent annual cost and modified internal rate of return
- Advanced analysis: sensitivity, scenario modeling, simulation, and break-even analysis
- Managing risks and adapting to changing circumstances

Unit Ten: Valuation and Business Performance

- Managing and creating shareholder value
- The evolution of value-based management methodologies
- Generating value in restructuring and corporate combinations
- Developing financial strategies for mergers and acquisitions
- Approaches to business valuation
- Strategies for business restructuring and reorganization
- Management buyouts and management buy-ins