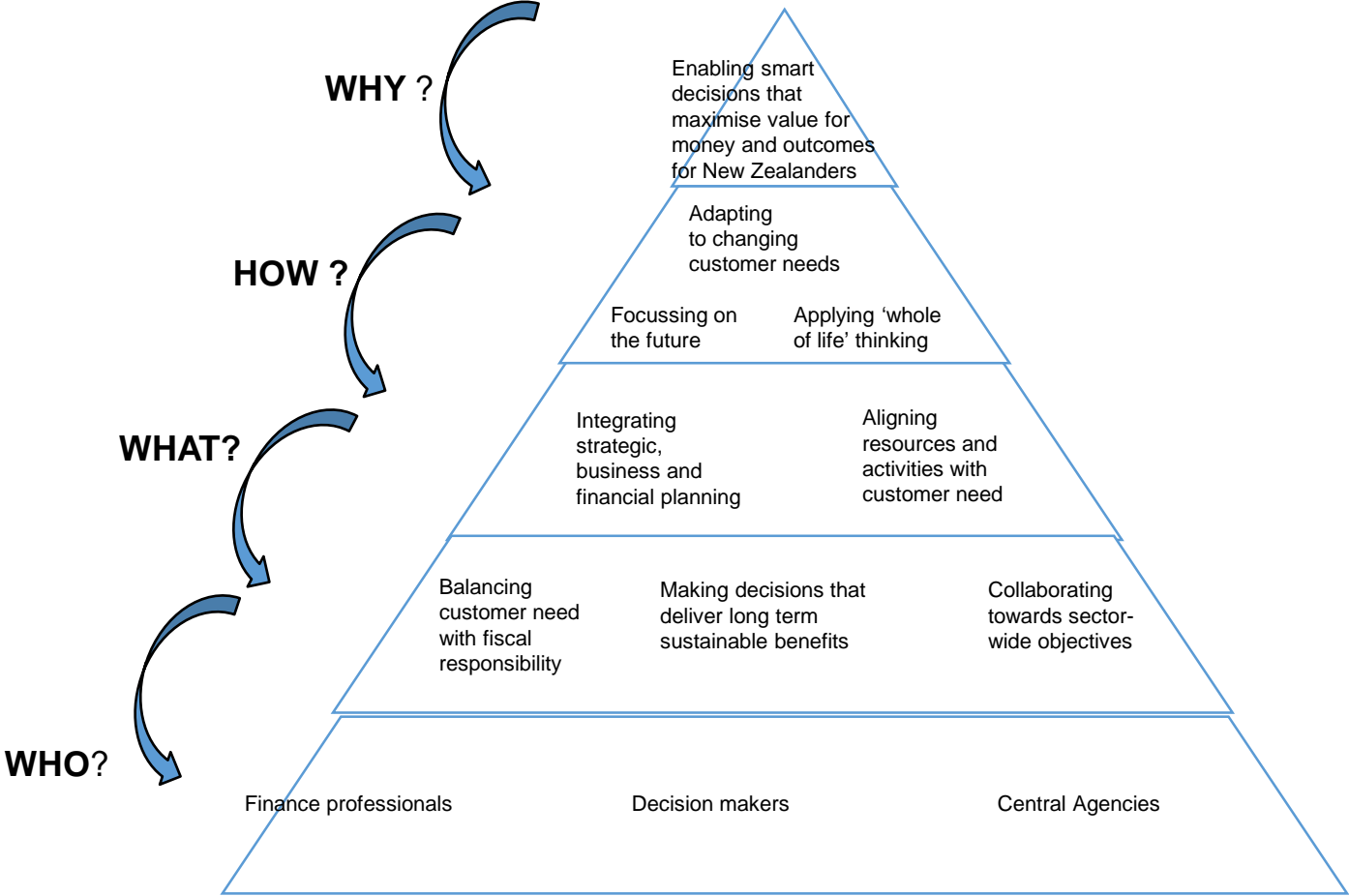




Head of the Government Finance Profession

9 May 2017

Strategic Financial Management

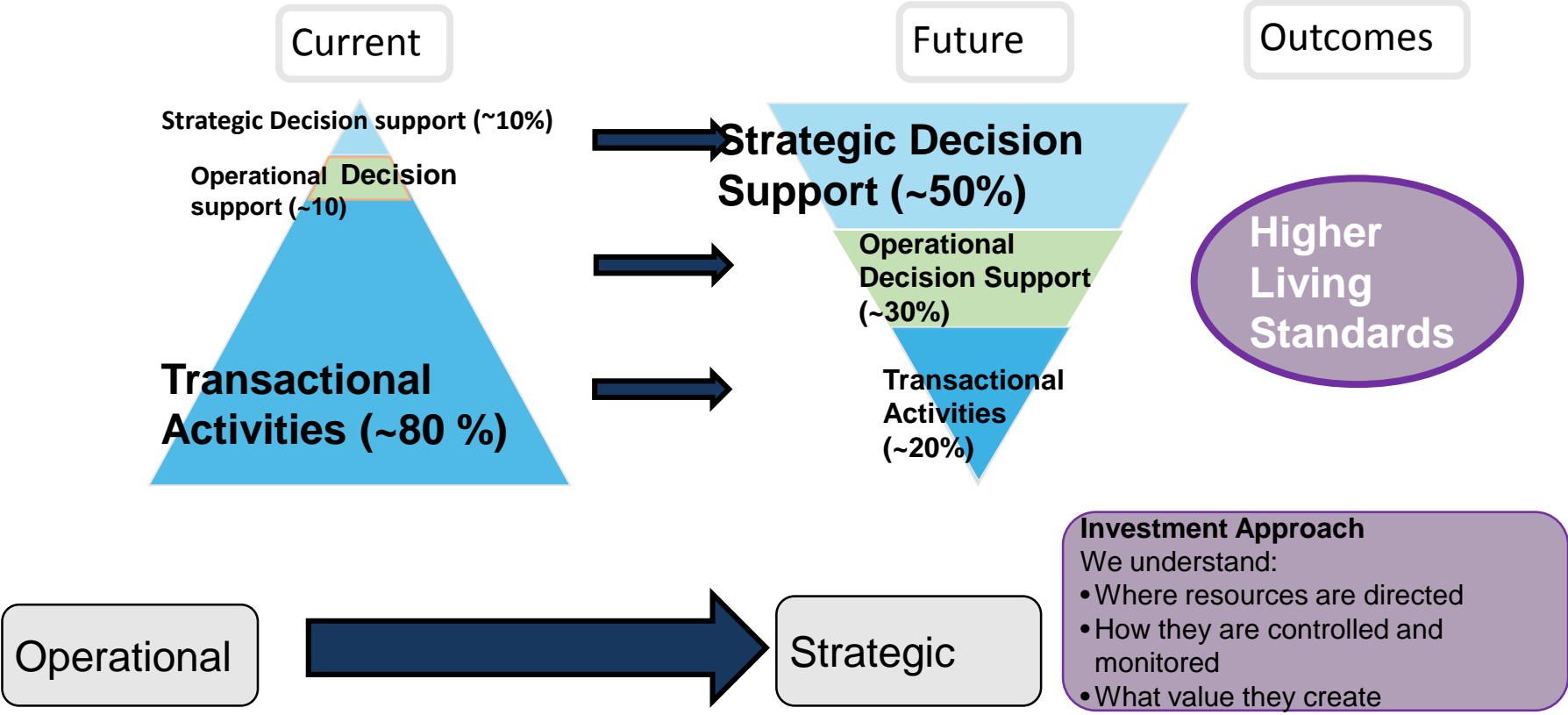


Strategic financial management

- What are we trying to achieve?
- What are the best things to do to achieve that?
- Are we applying resources to prioritise the appropriate things?



The future of finance



Financial leadership driving excellent performance

Our advice is trusted.

Analysis and data allow us to generate evidence-based insights and an informed and challenging viewpoint beyond the numbers.

We've earned the right to be at the heart of strategic decision-making.

We turn ideas into results.

Our ability to create financial headroom provides the opportunity for change in our agencies and across the state sector.

We do this by generating propositions and options to free-up resources and by understanding trade-offs and their implications.

We make things happen.

Leaders value our deep understanding of the business and our commitment to developing financial skills and expertise.

We help them optimise the use of public resources to deliver Government outcomes and long-term financial sustainability for our agencies.

We partner with others.

Influence and experience help us navigate stakeholders; professional networks and a can-do attitude make cross-sector innovation and outcomes a reality.

By bringing the right people together at the right time, we drive stronger governance and accountability.



State Sector Finance Development Programme 2017

What is the Finance Development Programme?

The Finance Development Programme is an initiative we are trialling to support CFOs and Finance Managers find the right 'on the job' options for their people – whether that be training, an experience or a secondment.

We want to leverage off what is working and support activities that will contribute to an uplift in strategic financial management capability across the sector.

This is not intended to replace anything that is already occurring within your agency – rather be a tool to supplement existing programmes and meet any need that may not currently be being addressed.

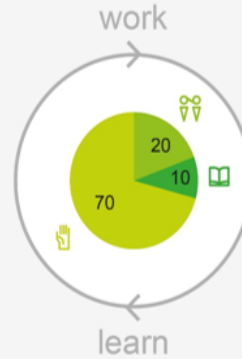
The programme is based on the 70/20/10 Framework and looks at how we can provide opportunities through experience, exposure and education.

Specifically:

- ▶ Training courses that align to a critical skill/behaviour grouping we see as a capability need (10%)
- ▶ Professional Development forums that support professional development and networking opportunities on a regular and ongoing basis (20%)
- ▶ Shadowing opportunities that enable people to have a short term immersion experience of another job or agency to support career planning and development (20%)
- ▶ Mentoring programme that provides people with practical professional support outside of a managerial relationship (20%)
- ▶ Working across government that provides a range of ways for staff to have on the job opportunities, be that short or long term secondments or through project involvement (70%)

This work is aligned with SSC's Talent Management work and we will work with agencies HR teams and other Heads of Profession to make sure that we are supporting overall goals (not getting in the way).

70/20/10 Framework



70 experience

Learning and developing through day-to-day tasks, challenges and practices

20 exposure

Learning and developing with and through others from informal coaching, personal networks and other collaborative practices

10 education

Formal learning

What will this deliver?

This should support opportunities:

- for your people outside of what is available within your agency
- for people to learn and collaborate with others
- to develop and share key institutional knowledge
- to be more planned and intentional when looking at training budgets and resourcing requirements
- for cost savings through the use of internal resourcing for some training

How will it work?

It's up to you.

After seeking expressions of interest from CFOs in January and February we're now in the final stages of development before releasing the 2017 Finance Development Programme (i.e. what we're actually going to do).

We're looking to have information to CFOs on Thursday 6 April, with an opportunity for people to come and discuss this further on Thursday 20 April at 12pm.

What we can tell you is that we're looking to roll out opportunities across all five of the identified areas, training, forums, shadowing, mentoring and working across governments.

There are lots of ways to get involved, by being a participant or by stepping up and helping the Project Leads deliver the work. It's a programme where you get to **choose** what works for you and your organisation – and we'll work (with you) to try to deliver that.

Want to know more or to discuss this further?

If you have questions, or you want to get actively involved, please don't hesitate to email Anthea South Anthea.South@treasury.govt.nz.

