Introduction

This Oxford Advanced Finance Leaders course combines some of the most important areas of management, leadership, and financial management: Mastering People Management, Team Leadership Skills, and Financial Analysis, Planning, and Control.

The Oxford Advanced Finance Leaders program is designed to integrate advanced finance principles with effective leadership practices, creating a unique opportunity for participants to elevate their understanding of both fields.

By blending insights from the Oxford Advanced Finance Leaders program and cutting-edge leadership strategies, attendees will emerge as finance leaders poised to navigate the complexities of modern financial landscapes.

Oxford Finance and Future Finance Leaders

Given the rapid evolution of financial markets and the increasing importance of finance in organizational success, fostering leadership that is well-versed in advanced financial concepts is imperative.

The Oxford Advanced Finance Leaders program aims to refine the skills of current and future finance leaders. It blends the prestige of an Oxford finance master curriculum with practical leadership training.

Upon completion, participants will receive an advanced finance certificate, symbolizing their readiness to take on vital roles in finance management and strategy.

Targeted Groups:

- Managers, Supervisors, and Team Leaders
- Project Management Professionals
- Human Resources and Other Non-financial Areas
- Accountants
- Financial Analysts
- Auditors
- Financial Personnel and Senior Finance Professionals
- Professionals who want to understand the financial aspects of their roles better

Course Objectives:

At the end of this Oxford Advanced Finance Leaders course, the participants will be able to:

- Understand their role as managers and leaders.
- Establish clear objectives and standards of performance for the team.
- Manage their workload using effective prioritization, delegation, and information management techniques.
- Maximize their influencing skills.
- Develop and leverage the capabilities of team members.

- Be exposed to various leadership and management practices and select the most suitable for their personal style.
- Experiment with key techniques to build confidence in managing.
- Broaden their financial knowledge to improve performance in financial management.
- Choose the most appropriate tools for investment, operations, or financing decisions.
- Understand financial tools that support planning and control of an organization’s operations.

Targeted Competencies:

At the end of this Oxford Advanced Finance Leaders training program, the participants’ competencies will include:

- Leadership Skills
- Building and Managing Teams
- Communication Skills
- Time Management
- Problem-Solving
- Decision Making
- Financial Analysis, Planning, and Control
- Financial Decision-Making
- Investment Analysis
- Business Performance Management

Course Content:

Unit 1: Understanding Your Role

- Leader or Manager?
- Self-perception
- Explore beyond the job description: What your organization requires of you
- Balancing conflicting stakeholder demands
- Understanding the nature of change
- A model for implementing change

Unit 2: Personal Effectiveness, Time Management, and Delegation

- Understand yourself and your organizational environment
- Outcome orientation
- Setting personal and team objectives
- Managing performance
- Using time effectively
- A model for effective delegation

Unit 3: Communication, Influence, and Conflict Management

- Channels of communication
- Effective listening skills
- Emotions and rapport

- Explaining persuasion and negotiation: Keys to personal influence
- Managing conflict assertively

Unit 4: Team Building, People Management, and Motivation

- How do high-performing teams work?
- Identifying team roles
- Teams in practice: Team-building exercises
- Motivating and rewarding teams
- Building and sharing a vision
- Different leadership approaches

Unit 5: Enhancing Team Performance through Coaching and Development

- How do people learn?
- Coaching for personal and team growth
- Feedback skills
- Development planning
- Next steps for development

Unit 6: The Challenge of Financial Economic Decision-Making

- The practice of financial-economic analysis
- Learning about corporate value and shareholder value
- A dynamic perspective of business
- Benchmarking your strategic position and competitor analysis
- Understanding the agency problem and corporate governance
- What information and data to use?
- The nature of financial statements
- Exploring the context of financial analysis and decision-making

Unit 7: Assessment of Business Performance

- Ratio analysis and business performance
- Management’s, owners’, and lenders’ points of view
- Understanding ratios as a system (Pyramids of ratios)
- Integrating financial performance analysis (The Dupont system)
- Economic value added (EVA)
- Predicting financial distress

Unit 8: Projection of Financial Requirements

- Interrelationship of financial projections
- Operating budgets and standard costing
- Variance analysis
- Cash forecasts and cash budgets
- Sensitivity analysis
- Understanding the dynamics and growth of the business system
- Operating leverage and financial growth plans
- Financial modeling

Unit 9: Analysis of Investment Decisions

- Time-adjusted measures
- Net present value (NPV) and internal rate of return (IRR)
- Strategic perspective on investment
- Refining investment analysis with EVA and NPV
- Equivalent Annual Cost (EAC)
- Modified Internal Rate of Return (MIRR)
- Sensitivity analysis, scenario analysis, and NPV break-even
- Dealing with risk and changing circumstances

Unit 10: Valuation and Business Performance

- Managing shareholder value
- Shareholder value creation and its perspective
- Evolution of value-based methodologies
- Creating value in restructuring and mergers
- Financial strategy in acquisitions
- Business valuation techniques
- Business restructuring and reorganizations
- Understanding Management Buyouts (MBOs) and Management Buy-ins (MBIs)