Introduction

This prestigious Oxford High-Performance Leadership Programme is designed to equip leaders with the crucial skills to navigate the complex world of high-stakes finance and leadership.

Part of a series of distinguished programs, such as the Oxford Leadership Programme and the Oxford High-Performance Leadership Programme, this course aims to be a bastion for advanced finance leaders by intertwining financial acumen with executive leadership skills.

This advanced finance leaders seminar combines some of the most critical management, leadership, and financial management areas: mastering people management and team leadership skills and financial analysis, planning, and control.

The Oxford leadership course is integral to the finance leadership development program for current and future finance leaders.

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 leadership 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 practice approaches, allowing them to select those most suitable for their situation and personal style.
- Experiment with critical techniques before applying them in the workplace, building confidence to move beyond traditional assumptions

about the ‘right’ way to manage.
- Broaden their financial knowledge to enable them to develop and manage the financial aspects of their role more effectively and improve performance.
- Acquire the ability, when involved in decisions about investment, operations, or financing, to choose the most appropriate tools from a variety of financial techniques available to provide quantitative analysis.
- Understand the financial tools and techniques that support an organization’s planning and control concerning their departments, business units, and businesses.

Targeted Competencies

- 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.
- Beyond the job description: find out 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

- Understanding yourself and your organizational environment.
- Outcome orientation.
- Setting personal and team objectives.
- Managing performance.
- Finding and using time effectively.
- A model for effective delegation.

Unit 3: Communication, Influence & Conflict Management

- Channels of communication.
- Effective listening skills.
- Emotions and rapport.
- Persuasion and negotiation: the keys to personal influence.
- Managing conflict assertively.

Unit 4: Team Building, People Management, and Motivation

- How high-performing teams work.
- Identifying team roles.
- Teams in practice: team building exercise.
- Motivation and reward.
- Building and sharing a vision.
- Different approaches to leadership.

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.

Unit 6: The Challenge of Financial Economic Decision-Making

- The practice of financial-economic analysis.
- Corporate value and shareholder value.
- A dynamic perspective of business.
- Benchmarking your own strategic position/competitor analysis.
- The agency problem and corporate governance.
- What information and data to use?
- The nature of financial statements.
- The context of financial analysis and decision-making.

Unit 7: Assessment of Business Performance

- Ratio analysis and business performance.
- Management’s point of view.
- Owners’ point of view.
- Lenders’ point of view.
- Ratios as a system – pyramids of ratios.
- Integration of 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.
- Standard costing and variance analysis.

- Cash forecasts and cash budgets.
- Sensitivity analysis.
- Dynamics and growth of the business system.
- Operating leverage.
- Financial growth plans.
- Financial modeling.

Unit 9: Analysis of Investment Decisions

- Applying time-adjusted measures.
- Net present value (NPV) and internal rate of return (IRR).
- Strategic perspective.
- EVA and NPV.
- Refinements of investment analysis.
- Equivalent annual cost (EAC).
- Modified internal rate of return (MIRR).
- Sensitivity analysis, scenario analysis, simulation, and NPV break-even.
- Dealing with risk and changing circumstances.

Unit 10: Valuation and Business Performance

- Managing shareholder value.
- Shareholder value creation in perspective.
- Evolution of value-based methodologies.
- Creating value in restructuring and combinations.
- Financial strategy in acquisitions.
- Business valuation.
- Business restructuring and reorganizations.
- Management buyouts (MBOs) and management buy-ins (MBIs).