



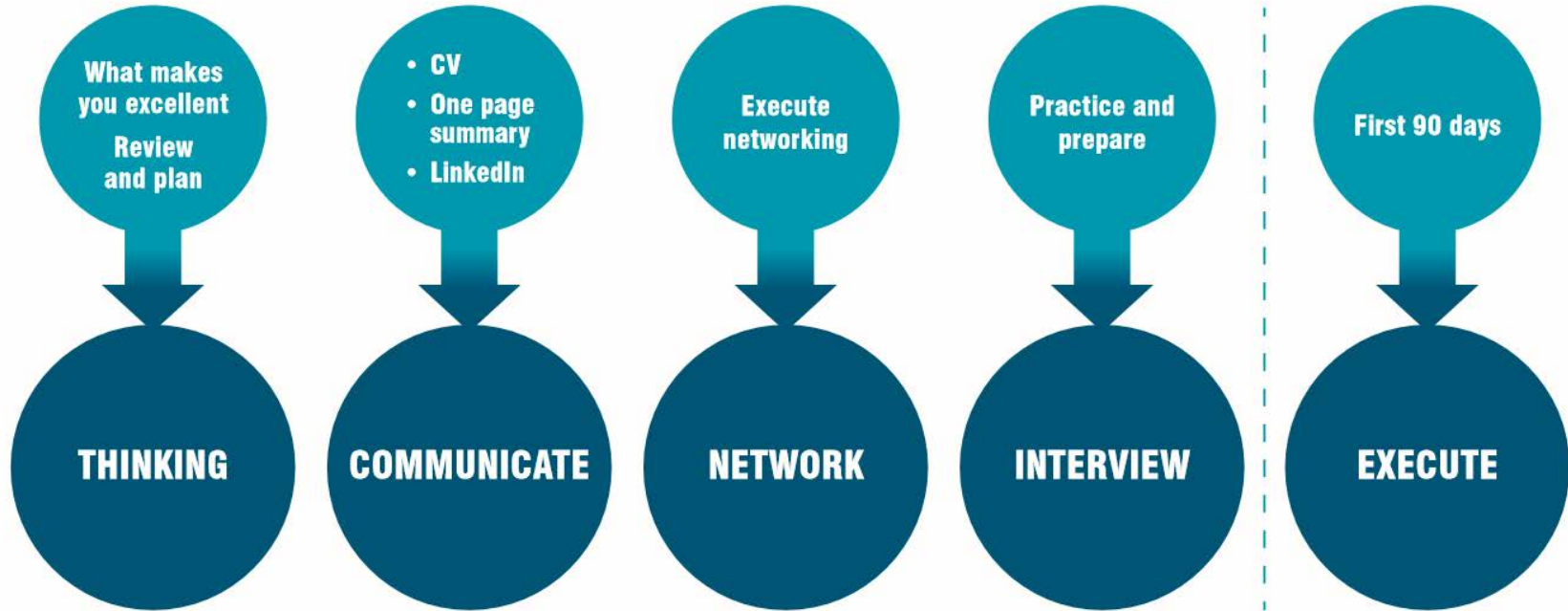
Taking control of
your career

móir
group
finance recruitment
learning

Overview

- **Thinking** – Gaining Clarity
 - Aligning with CFO skills of the future
 - Articulating your Value proposition
 - What is important to you?
- **Communication** – Is this as sharp as it can be ?
- Reviewing your **Networking** activity – Is what I am doing effective ?
- Maximising your **interview** opportunity

Taking control of your career



Start with your thinking



What makes
you excellent
Review
and plan

THINKING

What is your personal brand ?

- The values you live by and what you stand for
- Your physical presentation
- The way you behave
- The specific value you can add/offer
- What you see as important ?
- What makes you excellent ?
- The image you project (intentionally or not)
- Your digital footprint/online presence
- How others view and might describe you
- The legacy you leave behind



What makes
you excellent
Review
and plan

THINKING

What kind of organisation would suit you ?

Organisation A	Organisation B
Inspiring leader/clarity of vision	'Deer in headlight' leadership
Driving the narrative	Reacting to the market
Effective culture	Pride/fear based culture
Focus on people/hard edge	Focus on process
Get things done	Political/game playing
Agile/values diversity (all types)	Structured/prejudiced view
Challenge the status quo	Often resistant to change
Innovates/use of technology	Slow to invest in the future

What makes
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Review
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THINKING

CFO Skills of the Future

The Breadth of the CFO Role – “Broad strategic and operational focus”

- Increased focus on driving business outcomes, ownership of broader functions.
- Highly operational and visible throughout organisation.
- Need to maintain strong financial focus and balance required commercial outcomes.

Leadership and Influence / Business Partnering – “The Voice of reason”

- Excellent commercial and business partnering skills. Broader view.
- Strong leaders who are humble, empathetic and unassuming are often sought after.
- Exceptional Communication. Cut through. Get to the point. Weed out unnecessary detail.
- Strength of character. Have a view. Respectfully push back.



CFO Skills of the Future

Change & Transformation / Technology

- This is the new norm.
- Business/process improvement. Drive change to prepare for the future.
- Pro-active. Looking for constant improvement and suggesting new opportunities.
- Embrace and implement new technology.

Relationship with the CEO and Board

- Most critical relationship in the business – helps if each trust and balance the other.
- Removing obstacles and problem solving with and on behalf of the CEO.
- Ensure you are pre-aligned before fronting the Board - Be across all issues.



What's important to you ?



What organisational culture are you looking for ?

What size, sector, level of organisational maturity would you enjoy ?

What type of leadership brings out the best in you ?

What makes you excellent
Review and plan

THINKING

Interim – A genuine option



- Provides an opportunity to engage, gain exposure in a new environment or sector
- Demonstrates momentum and positive energy – not standing still
- Rarely a disadvantage to longer term career management
- Can be lucrative
- Lifestyle and flexibility

What makes
you excellent
Review
and plan

THINKING

Interim – A genuine option

- How will contracting affect my resume and marketability for longer term, permanent work ?
- Do I have to stop my permanent search to undertake an interim role ?
- How long is a typical interim assignment ?
- What type of role or company is likely to use an interim Executive FD/CFO ?
- What type of candidate tends to do interim executive CFO/FD/Project roles ?
- How focussed are the clients on relevant industry experience, for interim roles ?

What makes
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Review
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THINKING

Communication

What makes you excellent ?

What are your strengths ?

Are you using effective language to describe these ?

Have you identified concise examples to demonstrate ?

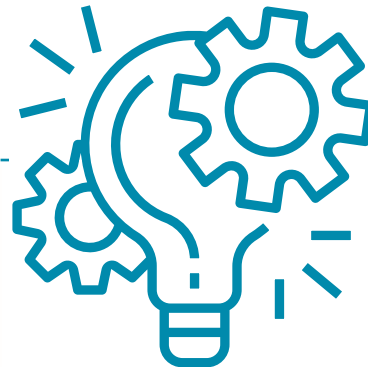
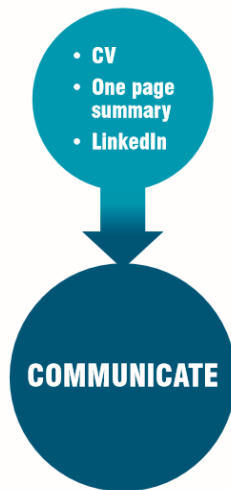
- CV
- One page summary
- LinkedIn

COMMUNICATE



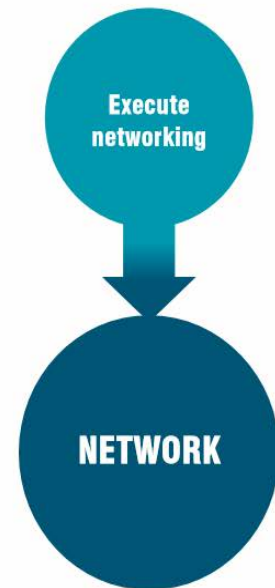
Communication

- You are your brand and your communications needs to reflect this
- Your 1 page networking CV
- Your CV
- Your LinkedIn profile
- Any other social media you use for work purposes
- Control your messaging to show what you can offer and what you're looking for
- Consistency is critical



Networking

- Joining professional associations
- Attending events, conferences – introduce yourself to new people
- Participating in webinars
- Joining discussion forums
- Writing blogs, articles, whitepapers
- Reaching out to contacts – reviewing your LinkedIn connections
- Expanding your LinkedIn connections
- Approaching referees and former employers
- Setting up coffee meetings
- Offering to help/connect others
- Mentoring and volunteering
- Carefully choosing recruiters to represent you



The Interview opportunity



Practice and
prepare



INTERVIEW

The First 90 days

Learn the Business

*Understand the culture
Align with Strategy*

Connect with People

Build solid working relationships

Drive Operational Excellence

Establish early momentum

Professional & Personal Development

Curious, Continual learning

First 90 days



EXECUTE

“Work is a big part of people’s lives
and having a **satisfying job** is a
big part of having a **fulfilling life**”



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