



The Oxford Advanced Finance Leaders
Program



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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 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.
- Participants are exposed to various leadership and management practice approaches, allowing them to select those most suitable for their situation and personal style.
- Experimenting with key techniques before applying them in the workplace will help build confidence in moving 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 the wide variety of financial techniques available to provide a quantitative analysis.
- Understand the financial tools and techniques that support an organization's planning and control of its departments, business units, and businesses.

Targeted Competencies:

At the end of this Oxford Advanced Finance Leaders training program, the participant's competencies will:

- 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: finding out what your organization requires of you.
- Balance conflicting stakeholder demands.
- Understand 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.
- Set personal and team objectives.
- Manage performance.
- Find and use time effectively.
- A model for effective delegation.

Unit 3: Communication, Influence, and Conflict Management:

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

Unit 4: Team Building, People Management, and Motivation:

- How do high-performing teams work?
- Identify team roles.
- Teams in practice: teambuilding exercise.
- Motivate and reward.
- Build and share a vision.
- Different approaches to leadership.

Unit 5: Enhancing Team Performance through Coaching and Development:

- How do people learn?
- Coach 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.
- Learn about corporate value and shareholder value.
- A dynamic perspective of business.
- Benchmark your own strategic position/competitor analysis.
- Know the agency problem and corporate governance.
- What information and data to use?
- The nature of financial statements.
- Explore the context of financial analysis and decision-making.

Unit 7: Assessment of Business Performance:

- Learn about ratio analysis and business performance.
- Management's point of view.
- Owners' point of view.
- Lenders' point of view.
- Understand ratios as a system - pyramids of ratios.
- Integrate financial performance analysis - the Dupont system.
- Economic value added EVA.
- Predict financial distress.

Unit 8: Projection of Financial Requirements:

- Interrelationship of financial projections.
- Operating budgets.
- Standard costing and variance analysis.
- Explore cash forecasts and cash budgets.
- Sensitivity analysis.
- Explain the dynamics and growth of the business system.
- Operating leverage.
- Financial growth plans.
- Financial modeling.

Unit 9: Analysis of Investment Decisions:

- Apply time-adjusted measures.
- Know about 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.
- Explore sensitivity analysis, scenario analysis, simulation, and NPV break-even.
- Deal with risk and changing circumstances.

Unit 10: Valuation and Business Performance:

- Manage shareholder value.
- Shareholder value creation in perspective.
- Evolute of value-based methodologies.
- Create value in restructuring and combinations.
- Financial strategy in acquisitions.
- Business valuation.
- Business restructuring and reorganizations.
- Learn about Management Buyouts MBOs and Management Buy-ins MBIs.