

## *Financial training For non financial staff*



*The financial training specialists*

### **Check the information (Cashflow, Profit)**

I'm running the finance module for the graduate intake of a construction company. They're mostly training as site managers or quantity surveyors, and are about 18 months into their career. By the time I see them they've already covered quite a lot as part of their management development.

But - whilst they're developing their technical skills nicely - the financial side is new to them.

They've grasped the idea of the importance of profitable projects, but see that mainly as cost management. The idea of change control (translating a client's wish to change the project spec into extra fees) is new to them, as is the importance of cashflow: invoicing promptly; and making sure the invoice gets paid.

But what's really new to them is asking to see the financial reports for the project.

If we don't get relevant information, we can't measure our progress, whether we're dieting; driving economically; or chasing financial success in our private or business lives.

So, for me, the real success of last week's workshop was the guy who said to me at the end "I'm going to ask to see the financial report for my project. "

As he engages with the financial information, he'll find he sees his project differently. It won't just be a set of technical achievements, it will become a series of actions with financial implications, and he'll start to see those implications.

How do **you** engage with your financial reports, and how do you ensure your team engage with them as well?