

## *Financial training For non financial staff*



*The financial training specialists*

### **Persistence (Budgeting)**

I used to live in the Yorkshire dales. The dry stone walls fascinated me. Apparently there are 5,000 miles of stone walls in the Yorkshire National Park. That's generations of persistence in building and maintaining them. And when you look closely at them you see the plants that live there. Persistence again!

And the financial parallel?

If we want to get on top of financial management, we need the same persistence.

All too often our career path is starting something, getting better at it, and getting promoted. Suddenly we're managing a team of people doing the job, rather than just doing the job. That's okay: we've dealt with people all our lives, and can cope with this change.

We get on top of managing the team and get promoted again. Now we're responsible for the budget as well. Often hundreds of thousands of pounds! Often with no training in how to do it!

A common response is to shy away from the financial reports, because we don't really understand the reports, or what we should do with them.

A better response is to engage with them, even though it's uncomfortable. As we persist month by month, we will get better. Those 5,000 miles of walls weren't built in a day!

So my challenge is to make time every week (not just once a month) to look at your financial information. Get help from someone in the Finance department, or another manager. Keep asking questions until you've really got it.

Persist!