

## *Financial training For non financial staff*



*The financial training specialists*

### **What do people see in you (Budgeting, Cashflow, Profit)**

In this series we've looked at the financial report; the actions we need to take to achieve those numbers; developing financial habits; and building finance into our conversations. All key factors in helping make us more financially effective managers.

Knowing how to develop our financial skills is important. But what impact is that personal development having? What changes do people see in us?

Getting feedback isn't always easy. And not always comfortable! But it's important because we've probably only really developed that skill when other people see us using it.

To some extent we can work this out for ourselves.

If we always come in better than budget, and rarely have overdue customer invoices, we know we're doing something right.

If our team briefings always include a financial element, and our team is 'ball' financially, that's evidence.

If people look to us for comments when finance is on the agenda in management meetings, or actively seek out our opinion on financial matters, we've probably got it right.

If our customers check that they've paid our invoice before we meet, we'll know the message is getting through.

If the Finance Director greets us by name when they didn't before, that's probably a clue!

But asking is often better than guessing or looking for clues. How can you ask your team, or your boss, or your customers how they see your financial skills developing?

And are you ready for, and confident of the answer?