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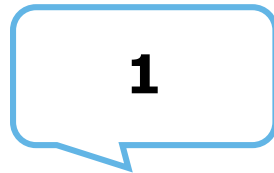
**What is your aspiration?**

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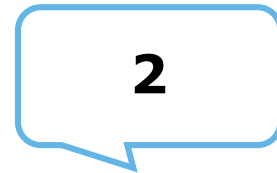


# What are the attributes of “Future Perfect” Finance/HR Organization?

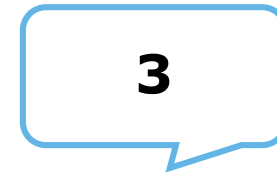
Write down 1 to 3 key words or short phrases to describe your “future perfect” finance/HR organization



**1**



**2**



**3**

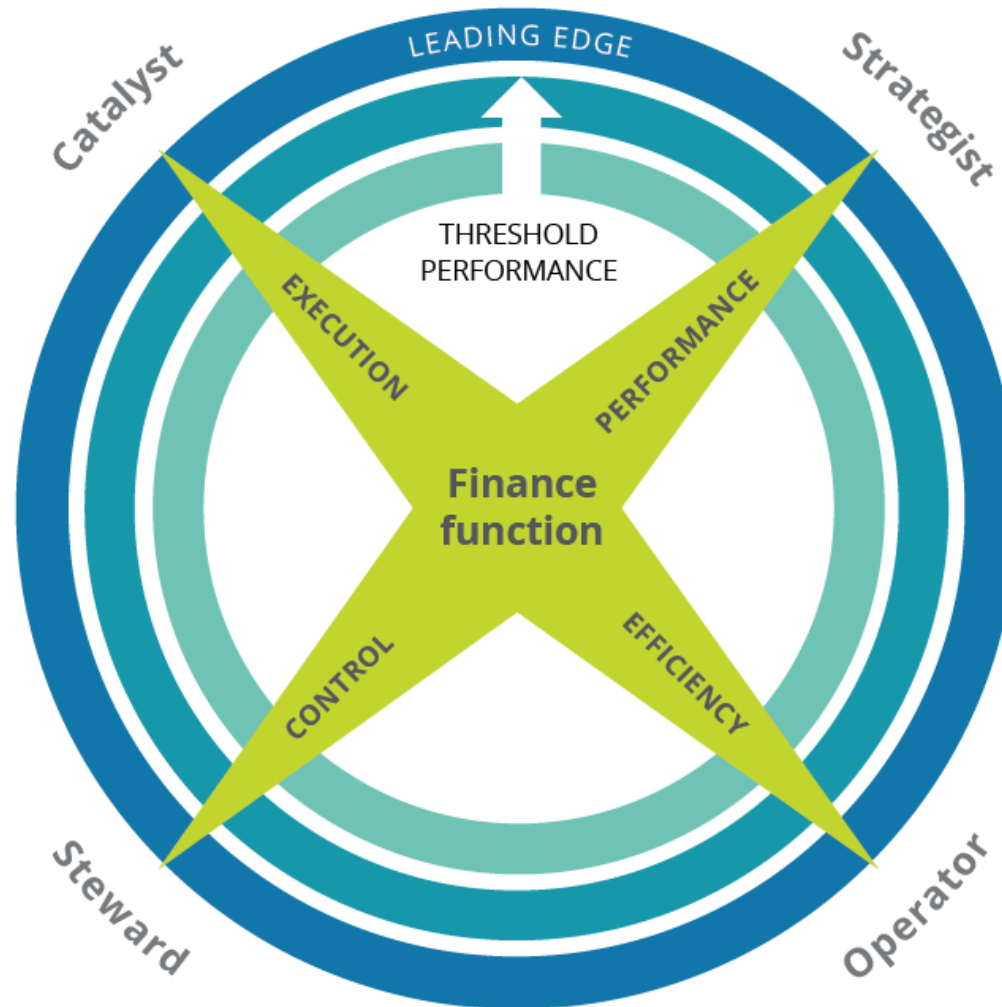
# Four Faces of CxO

## Catalyst

Catalyze behaviors across the organization to execute strategic and financial objectives while at the same time creating a risk intelligent culture

## Steward

Protect and preserve the critical assets of the organization and accurately report on the financial position and operations to internal and external stakeholders



## Strategist

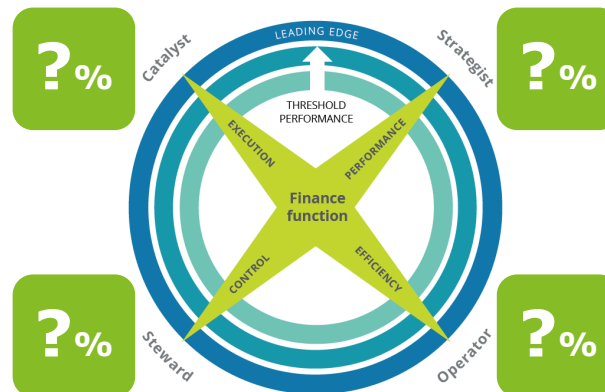
Provide financial leadership in determining strategic business direction, M&A, financing, capital market and longer-term strategies vital to the future performance of the company

## Operator

Balance capabilities, talent, costs and service levels to fulfill the finance organization's core responsibilities efficiently

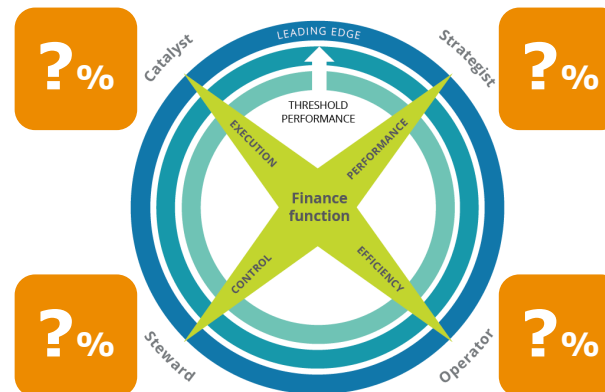
# How is the leadership time should be along Four Faces?

Write down % in **GREEN** box



# How do you spend your time today along Four Faces?

Write down % in **ORANGE** box



# Who are the stakeholders? What are their expectations for Finance/HR organization?

Write down stakeholders of finance/HR organization  
and selected one of their expectations



Finance/HR Leadership, Staff, BU leaders, Customers, Parent company...



**Finance/HR  
Leadership**



**Finance/HR  
Staff**



## Expectations from Staff to Leadership

What is the immediate one action you will do towards your future perfect?

Write down your first step action and when



**By when?**

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