

# TRANSFORMING YOUR *FINANCE* ORGANISATION

## WHAT IS YOUR G.A.M.E PLAN?



Template 2 of 3 (Action plan - Manage and Measure)

Overarching approach: Ensuring strategy is delivered by ensuring the right people are in the right structure doing the right processes, supported by the right systems and inspired by the appropriate leadership and metrics.

	Transformation pillars	Action plan			Manage and measure												
		Action	Responsible	Number of milestones	AP01	AP02	AP03	AP04	AP05	AP06	AP07	AP08	AP09	AP10	AP11	AP12	
Transformation Pillar	1 <b>Leadership and Metrics</b> a) Is there clear mandate from leadership? b) Is this being managed with project discipline? c) Are the benefits of the transformation defined?	Implement organisation's GAME plan with clear benefits	CFO		R	A	R	R	G								
		Establish mandate and communicate	FP&A Manager	2	R	G	B	B	B								
		Implement a GAME plan for all perspectives	FP&A Manager	6	G	A	A	G	G								
		Clarify benefits of transformation	FP&A Manager	2	A	R	R	B	B								
	2 <b>Structure</b> a) Is this defined within the organisation? b) Is this aligned with the other pillars? c) Is this pillar managed effectively?																
	3 <b>Process</b> a) Is this defined within the organisation? b) Is this aligned with the other pillars? c) Is this pillar managed effectively?																
	4 <b>People</b> a) Is this defined within the organisation? b) Is this aligned with the other pillars? c) Is this pillar managed effectively?	Establish people GAME plan	CEO		R	R	A	A	A								
		Define & deliver	CPO / HR Director	4	R	R	R	A	A								
		Validate across functions	CPO / HR Director	3	R	R	R	R	A								
		Implement plan	CPO / HR Director	10	R	A	A	A	G								
	5 <b>Systems and Tools</b> a) Is this defined within the organisation? b) Is this aligned with the other pillars? c) Is this pillar managed effectively?																
	<b>Organisation Pillar</b>																

B
Action completed
G
Action on track
A
Action at risk managed within team
R
Action significantly at risk, needs intervention