

# 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	Leadership and Metrics														
		a) Is there a clear mandate from leadership?														
		b) Is this being managed with project discipline?														
		c) Are the benefits of the transformation defined?														
	2	Structure	Implement agreed structure by period 9	Finance HR business partner												
		a) Is this defined within the organisation?	Define the Target Model Organisation (TMO) structure, then decide on what is feasible for Phase 1 implementation by period 9	Finance HR business partner	3	Yellow	Yellow	Yellow	Light Blue	Light Blue	Light Blue					
		b) Is this aligned with the other pillars?	Ensure that structure roles define responsibilities for each of pillars for both the TMO and phase 1	Finance HR business partner	4	Red	Red	Red	Green	Light Blue	Light Blue					
		c) Is this pillar managed effectively?	Define, agree and implement milestones to ensure delivery of Phase 1 by period 9	Finance HR business partner	12	Red	Red	Red	Red	Red	Yellow					
	3	Process														
		a) Is this defined within the organisation?														
		b) Is this aligned with the other pillars?														
		c) Is this pillar managed effectively?														
	4	People														
		a) Is this defined within the organisation?														
		b) Is this aligned with the other pillars?														
	c) Is this pillar managed effectively?															
5	Systems and Tools															
	a) Is this defined within the organisation?															
	b) Is this aligned with the other pillars?															
	c) Is this pillar managed effectively?															
	Organisation Pillar															

Action completed
Action on track
Action at risk, managed within team
Action significantly at risk, needs intervention