

Transforming your *finance* organisation

What is your **G.A.M.E.** plan?

Template 1 of 3 (Gap Analysis)

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

Steps to be taken to complete the plan on a page		
1	Assessment of where your organisation is today	As-Is
2	Decision on where the organisation wants to get to in three years	Business plan
3	Decision on what needs to be achieved in the first year	Budget

	Transformation pillars	Maturity Level				
		Level 1 Non-Existent	Level 2 Embryonic	Level 3 Existence	Level 4 Alignment	Level 5 DNA
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	As-Is → Budget → Business plan				
	a) Is this defined within the organisation?		As-Is → Budget → Business plan			
	b) Is this aligned with the other pillars?	As-Is → Budget → Business plan				
	c) Is this pillar managed effectively?	As-Is → Budget → Business plan				
	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 Perspective						

Maturity Level		
1	Non-Existent	There is no evidence of this perspective being considered within the organisation
2	Embryonic	There is ad-hoc evidence of this perspective being considered within the organisation
3	Existence	There is evidence of this perspective existing in the organisation and ad-hoc evidence of alignment with some of the other perspectives
4	Alignment	There is evidence that this perspective is aligned with all other perspectives
5	DNA	Evidence that all perspectives are aligned, managed and continuously improving to meet strategic demands engrained in the DNA of the organisation