

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	Decisions 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-Existant	Level 2 Embryonic	Level 3 Existence	Level 4 Allignment	Level 5 DNA
Transformation Pillar	1 Leadership and Metrics a) Is there clear mandate from leadership? b) Is this being managed with project discipline? c) Are the benefits of the transformation defined?		As-is	→ Budget	→ Business plan	
				As-is	→ Business plan	
		As-is	→ Budget	→ Business plan		
		As-is	→ Budget	→ Business plan	Business plan	
	2 Structure a) Is this defined within the organisation? b) Is this aligned with the other pillars? c) Is this pillar managed effectively?					
	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?		As-is	→ Budget	→ Business plan	
		As-is	→ Budget	→ Business plan		
		As-is	→ Budget	→ Business plan		
	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					