



# 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-Existent	Level 2 Embryonic	Level 3 Existence	Level 4 Alignment	Level 5 DNA
Transformation Pillar	<b>1 Leadership and Metrics</b>		As-is	→ Budget	→ Business plan	
	a) Is there clear mandate from leadership?			As-is	→ Business plan	
	b) Is this being managed with project discipline?	As-is		→ Budget	→ Business plan	
	c) Are the benefits of the transformation defined?	As-is		→ Budget	→ Business plan	Business plan
	<b>2 Structure</b>	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	
	<b>3 Process</b>					
	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	
	<b>4 People</b>					
	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
	<b>5 Systems and Tools</b>		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	
	<b>Organisation Perspective</b>					

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