


# ***Financial Talent Executive Network (F-TEN®)***

THE DEFINITIVE LEADERSHIP PROGRAMME FOR ASPIRING CFOs





A tiger with orange fur and black stripes is walking towards the camera in a savanna setting. The tiger's tail is curved and has black and orange rings. The background is a blurred landscape of dry grass and trees.

***‘F-TEN® really exceeded my expectations: it was much more focused on practical tools that we then had the chance to experiment with during the peer learning group sessions.’***

Andre Doyle  
Senior Head of Financial Reporting,  
BT Group

# *As a modern day CFO, your role is changing.*

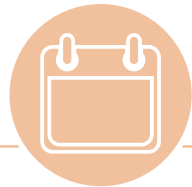
It is not just about finance any more. You also have to be a strategist – and a catalyst for growth.

Today's CFOs sell complex strategies to stakeholders, motivate organisations through financial crises, and inspire teams to drive business forward.

To excel, you have to combine strong analytical ability and inspiring leadership.

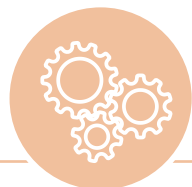
***That's where F-TEN® comes in.***

F-TEN® has been specifically designed to help current and aspiring CFOs unlock their full potential.



## 8

month programme



## 12

opportunities to learn and engage  
with your new networks

### TRANSFORMATIVE BENEFITS

- Become a reflective, well-rounded, authentic and inspiring leader, with a deep understanding of your unique style.
- Build an ability to continue developing and adapting in years to come, towards your ideal professional and personal legacy.
- Learn to increase your impact and influence with stakeholders and communicate business news with confidence and credibility.
- Conquer any specific or personal issues you'd like to confront and overcome.

With a combination of purpose-built peer groups, stimulating workshops and acute and insightful input from your own coach or mentor, you are given the time and space to focus, reflect, and practise new leadership skills.

Learn to inspire teams and direct boardrooms. Evolve your own personal brand of leadership. And reach the pinnacle of your career.

### WHY F-TEN®?

- A rigorous combination of practical tools – including 360° feedback and workshops.
- Collaborative, stimulating peer learning groups with others whose ambitions and success match your own.
- Exclusive access to networking events with high-profile NEDs, CEOs, and CFOs.
- Mentoring or coaching from incredible experts and leaders – with plenty of eye-opening experiences to share.

# ***Your F-TEN® journey***

F-TEN® is a journey of self-discovery, creating powerful shifts in mindset that impact all aspects of professional and personal life.

You will experience many moments of insight and meaningful milestones along your F-TEN® learning journey. Here are a few you may encounter.

## **Milestone 1**

During your first few workshops and coaching/mentoring sessions, you're encouraged to intensely interrogate your values and what's important to you. You realise that something you thought was crucial ... isn't. All your priorities shift.



## **Milestone 2**

Your F-TEN® mentor – an industry leader – shares one of their experiences with you. It resonates like nothing else you've heard before. You talk it through, and together, apply its lessons to your own role. People throw the word 'insight' around a lot; in this moment you understand its real meaning.



## **Milestone 3**

In a peer learning group, you share a problem you've been grappling with for a while. Your peers give you a host of insightful, objective viewpoints that tackle the problem in ways you hadn't considered before. And suddenly, there it is: you find your solution.



## **Milestone 4**

At an exclusive networking event, after listening to a keynote speech from a renowned industry leader, you have an in-depth conversation with a peer ... and something clicks. You realise you'll be of significant value to one another. You swap contact details, with a meeting in the calendar.



## **Milestone 5**

In preparation for your graduation, you land on an inspiring, clear and strategic vision for your business's finance function. You feel invigorated, motivated, with a confidence and clarity to drive business forward.



# *The holistic approach*

The programme encompasses a host of high-level elements that will enhance your experience from every angle. From insightful mentors or coaches who have been where you are, to exclusive events, peer learning groups and workshops. It's a uniquely powerful combination that you won't find anywhere else.

## F-TEN® IS LIKE NO OTHER LEADERSHIP PROGRAMME

### 360° FEEDBACK

Comprehensive feedback report from all angles – peers, managers, self-assessment, giving you an objective overview of your strengths, weaknesses and personal brand.

### PEER LEARNING

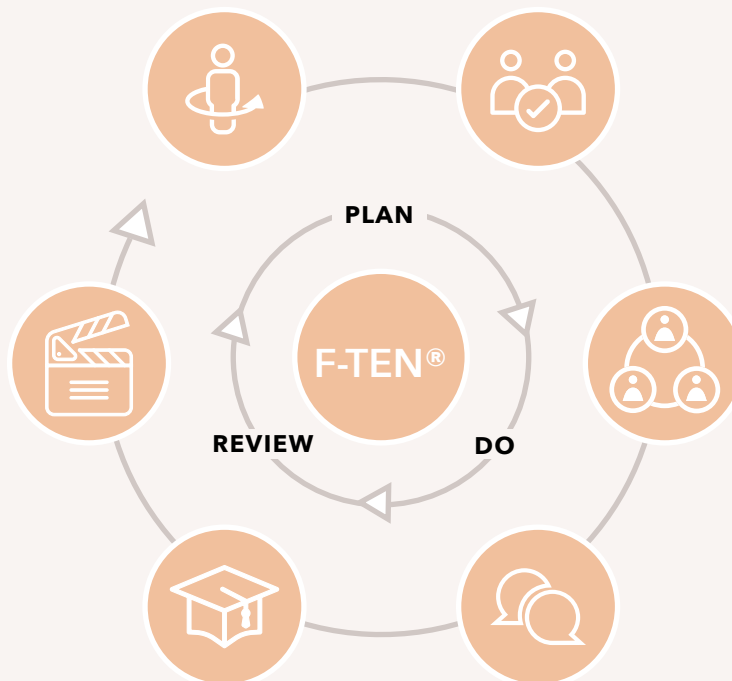
Share knowledge, experiences and practical insights with peers. Explore new, diverse approaches to problem-solving, critical thinking and action planning.

### ACTOR WORKSHOP

Immersive, experiential simulations with professional actors with a business background. Rehearse potentially difficult real-life interactions – in a risk-free environment.

### EXCLUSIVE NETWORKING EVENTS

Create new connections with fellow participants and mentors/coaches, and hear from hugely successful business leaders at exclusive, high-level networking events. Enjoy a shared journey together.



### ALUMNI NETWORK

Join an immense network of professional contacts. Continue sharing ideas, information and experiences long after your programme's complete.

### MENTORING OR COACHING

Based on your ambitions, get paired with a highly experienced professional to coach/mentor, to consult with and challenge you – in complete confidence and with reflective insight. Gain a vital edge, make better-informed decisions and get pushed beyond your own expectations.

# Programme structure

F-TEN® is an accelerated learning journey with a blended approach. It consists of experiential exercises, scenario learning and reflective peer learning groups, and each workshop focuses on a vital aspect of your role as a CFO.

Augment your skills through intensive discussions and simulations, guided by expert facilitators. Gain immediately applicable insights.

## PROGRAMME DATES 2020

## THE WORKSHOPS

**3 Jun** Virtual peer learning group one

**8 Jul** Virtual peer learning group two

**9 Sep** **WORKSHOP: INSPIRATIONAL**

**14 Oct** Virtual peer learning group three

### THE CFO AS THE INSPIRATIONAL LEADER

Build an outstanding, energised team and a thriving work environment. Align contrasting personalities and approaches towards a unified goal. Coach individuals to ignite their personal talents, and manage diverse communities and groups of stakeholders.

**11 Nov** **WORKSHOP: STRATEGIC**

**2 Dec** Virtual peer learning group four

### THE CFO AS THE STRATEGIC LEADER

Infuse your distinctive style of leadership with a high level of strategic thinking that adapts to the complex, continually-changing financial context of today's world. Align stakeholders collaboratively towards a unified goal. Become an expert in execution planning and actions.

**13 Jan** **WORKSHOP: INFLUENTIAL**

**10 Feb** Virtual peer learning group five

### THE CFO AS THE INFLUENTIAL LEADER

Navigate difficult conversations towards a respectful, productive outcome; and bring emotive ones back onto constructive paths. Nurture rich, fruitful relationships, using effective feedback and coaching techniques.

**24 Feb** **WORKSHOP: BOARDROOM**

**24 Feb** Graduation evening

### THE CFO AS THE BOARDROOM LEADER

Further your gravitas, credibility and command in the boardroom. Use your character to land impactful, clear messages.





# Who is *F-TEN*® for?

This programme is designed for ambitious senior finance professionals who have been recently promoted to CFO, or are one or two career stages away from CFO or an equivalent-level role. That includes finance directors, tax directors, VPs of finance in large and medium corporations, and senior finance executives in not-for-profit or public organisations.

We limit the cohort size to create a rich, diverse and focused group of leaders willing and able to make a significant investment in their own – and their peers’ – learning and development.

*‘The unique nature of the peer learning groups provided a safe environment to discuss challenges and to receive practical advice.’*

Andrew Clark,  
Finance Director,  
Costa Enterprises

## PROGRAMME FEES

**Full package: £12,900 per person  
(excludes VAT)**

Is F-TEN® for you?  
Get in touch to find out more:

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academy@icaew.com

**WEB:**  
icaew.com/academy/FTEN







# *Employer sponsorship*

## **DO YOU KNOW A COLLEAGUE WITH POTENTIAL?**

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Becoming a sponsor gives you the chance to network with other companies, peers, mentors, alumni and delegates.

Develop the next generation of finance leaders and play a crucial role in shaping the landscape for future CFOs.

Find out more about sponsoring your colleagues through F-TEN®.

### **CONTACT US**

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**Find out more about  
the programme:**

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**F-TEN® ALUMNI**

Leaders from these organisations have already embarked on a journey with us - and emerged even more successful.



Waitrose



There are over 1.8m chartered accountants and students around the world – talented, ethical and committed professionals who use their expertise to ensure we have a successful and sustainable future.

Over 181,500 of these are ICAEW Chartered Accountants and students. We train, develop and support each one of them so that they have the knowledge and values to help build local and global economies that are sustainable, accountable and fair.

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