



# 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 Pillar	Transformation pillars	Action plan			Manage and measure											
		Action	Responsible	Number of milestones	AP01	AP02	AP03	AP04	AP05	AP06	AP07	AP08	AP09	AP10	AP11	AP12
1	<b>Leadership and Metrics</b> a) Is there clear mandate from leadership? b) Is this being managed with project discipline? c) Are the benefits of the transformation defined?	Implement organisation's GAME plan with clear benefits	CFO		R	A	R	R	G							
		Establish mandate and communicate	FP&A Manager	2	R	G	B	B	B							
		Implement a GAME plan for all perspectives	FP&A Manager	6	G	A	A	G	G							
		Clarify benefits of transformation	FP&A Manager	2	A	R	R	B	B							
	<b>2</b> <b>Structure</b> a) Is this defined within the organisation? b) Is this aligned with the other pillars? c) Is this pillar managed effectively?	Implement agreed structure by period 9	Finance HR business partner		A	A	A	A	A							
		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	A	A	A	B	B							
		Ensure that structure roles define responsibilities for each of pillars for both the TMO and phase 1	Finance HR business partner	4	R	R	R	G	B							
		Define, agree and implement milestones to ensure delivery of Phase 1 by period 9	Finance HR business partner	12	R	R	R	R	R							
	<b>3</b> <b>Process</b> a) Is this defined within the organisation? b) Is this aligned with the other pillars? c) Is this pillar managed effectively?	Establish process GAME plan	CFO		R	G	B	B	B							
		Establish SIPOCs for 20 core processes	Controller	3	R	R	A	G	B							
		Ensure alignment with metrics, structure, people and systems	Controller	4	R	R	A	G	B							
		Implement clear responsibilities and metrics	Controller	4	R	R	A	G	B							
	<b>4</b> <b>People</b> a) Is this defined within the organisation? b) Is this aligned with the other pillars? c) Is this pillar managed effectively?	Establish people GAME plan	CEO		R	R	A	A	A							
		Define & deliver	CPO / HR Director	4	R	R	R	A	A							
		Validate across functions	CPO / HR Director	3	R	R	R	R	A							
		Implement plan	CPO / HR Director	10	R	A	A	A	G							
<b>5</b> <b>Systems and Tools</b> a) Is this defined within the organisation? b) Is this aligned with the other pillars? c) Is this pillar managed effectively?																
	<b>Organisation Pillar</b>															

**B**  
Action completed

**G**  
Action on track

**A**  
Action at risk managed within team

**R**  
Action significantly at risk, needs intervention

Note: These actions are 'case study' examples only