



# 100 DAY PLAN FOR NEW FINANCE LEADERS

*Get up to speed faster and pave the way for success in your new job as finance manager or leader*



## DESCRIPTION

Why do you need external sparring and a plan when starting up in a new position?

### CONGRATULATIONS ON YOUR NEW JOB!

Transitioning into your new leadership position is likely one of the most challenging and crucial times in your career.

Expectations from management and your new team are high and you likely lack knowledge of the challenges ahead and how you will meet them.

The steps that you take in the early days, will have a disproportionate effect on the success in your future job.

### TAKE CHARGE OF YOUR TRANSITION

Whether a first-time manager or a seasoned leader, you have about 100 days to build momentum and gain credibility in a new position.

In an accelerated series of one-to-one sessions, we help you pave the way to success in your new job by setting top priorities, building the right team and establishing coalitions.

Our structured approach to transitioning is tailored to your needs and will help you get off to a good start in your new job.



## BENEFITS

What is unique about our approach and what do you gain?

### PRACTICAL APPROACH

Structured and proven approach to job transitioning with a focus on practical steps in the transition plan.



### EXTERNAL SPARRING

Bounce off your concerns, ideas, and challenging decisions with an external party with no stake in the game.



### FINANCE FOCUSED

We understand Finance and what it takes to succeed as a finance leader.



## OUR PEOPLE

Seasoned managers and experts in Finance Business Partnering.



### MICHAEL BÜLOW

Partner & CEO in BPI  
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Experienced Finance leader with and senior Finance transformation advisor in Deloitte for many years. Has led CFO transition programs for 10+ CFOs in large companies.



### ANDERS LIU-LINDBERG

Partner & COO in BPI  
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10 years of experience as business partner and a leading influencer and thought leader within Finance. Seasoned coach to finance practitioners at all levels of the organization.



### BENITA ULRICHS

Partner & CFO BPI  
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15 years of experience leading consultants and practitioners within Finance and Accounting. Excellent leadership skills and former leader for 50 talents in Deloitte.

# THE APPROACH

In an accelerated series of 1-2-1 sessions, we will cover the core areas of a successful transition that comprises the components of your 100-day plan.

## STEPS

## DESCRIPTION

1

### **PROMOTE YOURSELF**

Align expectations with stakeholders and take a mental step into your new role

- Alignment of expectations and key success criteria with your manager and other main stakeholders.
- Which of your strengths are most critical for success in your new role? (maybe it is not what got you here).

2

### **LEARN & DIAGNOSE**

Accelerate your learning and make an initial assessment of the new organization

- Climb the learning curve fast by being smart about how you learn (what do you need to learn and how can you learn it most effectively).
- Create a "maturity assessment" of systems, processes, organization and people in your team.

3

### **EARLY WINS**

Align on the top priorities and get early wins to build momentum

- Understand key priorities from your stakeholders and align with them on top priorities (low hanging fruits).
- Create a compelling vision to communicate to your team and organization.

4

### **BUILD YOUR TEAM**

Set the team that will help you succeed on key priorities

- Refine organizational setup and identify capabilities of critical roles.
- Perform structured one-to-one dialogues to assess team and execute on changes.
- Jump-start your team once the full team is in place.

5

### **MANAGE STAKEHOLDERS**

Map networks of influential stakeholders and create coalitions

- Identify "outside stakeholders" that are imperative for succeeding on your key priorities and understand who is likely to support or resist your key initiatives.
- Make "influencing plan" for how to "win over" key stakeholders.

6

### **MANAGE YOURSELF**

Manage your priorities and personal effectiveness in your new job

- Be conscious about how you should spend your time in your new job (do not get lost in the trenches).
- Make a plan for how to create a healthy energy balance and ensure time for work that matters the most.