Who we are. What we offer. Shop. Finance Training. Blog. Contact Us

**Knowledge to Build**

your career and your company

Financial Performance Unveiled

mobile course for decision makers without finance training or need a refresher



Note to designer: this needs to look like a newspaper with space for a profile image

**Then says the following:**

**‘The Front Page News Test**

Finance Workshops: Ethics and Fraud

**Onboarding/Induction**

1. Ethics and Values Workshop

**New Manager**

2. Ethics Smarts – Ice Breaker

3. Fraud: Pressure to meet targets

4. Ethics: Culture at the Bottom, Culture at the Top

**Leadership**

5. Ethics in Decision Making:

5.1 NFP: values v commercial activity

5.2 Government: key project stalls

5.3 Corporate: team misses milestones

5.4 Professional services: margins





About Us



Lets meet & I will bring the coffee





Social media icons

Business Card



Write for you?

Just background information

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| Home page entry | Action | Result | Requires |
| **Product menu NOTEBOOK** |  |  |  |
| Onboarding/Induction workshop  1. Front Page News Test  Workshop 1. Values and Ethical Standards | Click post-it to launch  Email opt-in | Get email | Design of opt-in box  FREE |
| 2. Front Page News Test  Workshop 2. Business Smarts | Click Notebook | Landing page | $40 |
| 3. Front Page News Test  Workshop 3. Fraud – by Accident | Click | Landing page | $85 |
| 4. Front Page News Test  Ethics: Culture on the Ground; Culture at the Top | Click | Landing page | $85 |
|  |  |  |  |
| 5. The Front Page News Test:  On the Run – Did that really Happen? |  |  |  |
| 5.1 NFP: Values v commercial goals | Click | Landing page | $175 |
| 5.2 Government: Key project stalls | Click | Landing page | $175 |
| 5.3 Corporate: team missed milestones | Click | Landing page | $175 |
| 5.4 Professional services: margins | Click | Landing page | $175 |
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| **BOOKS or DVDS**  6. Financial Performance Unveiled I:  Develop Confidence to Form and Express an Opinion | Click books | Link to [www.financecut.com/landing](http://www.financecut.com/landing) page |  |
| 7. Financial Performance Unveiled II:  Improve the Rigour of Your Decision Making | Click books | Link to [www.financecut.com/landing](http://www.financecut.com/landing) page |  |
| 8. Tools to Enhance Decision Making Nous | Click books | Link to [www.financecut.com/landing](http://www.financecut.com/landing) page |  |
| 9. Financial Performance Unveiled  Parts I, II and III | Click books | Link to [www.financecut.com/landing](http://www.financecut.com/landing) page |  |

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| Home page entry | Action | Result | Requires |
| **Laptop Screen/**DIRECTOR Education logo  ABOUT US | Scroll or click to CV | Link to bio/CV? |  |
| Demitasse: Cup and Saucer  Contact US | Hover/launch | Email launches | **Write for you?**   * Workshops * Case Studies * Corporate:   Induction programs  Assessment Centres   * Management programs * Leadership programs * Belvoir *Presence* * Technical/business programs::   Finance, Governance, Investment, Risk, Sustainability, Safety   * Accreditation documentation * Program benchmarking * Standards, Policies, Procedures |
| Pen  Write for you? | Hover/Launch | **Keywords**   * fraud * ethics * accounting * finance * risk * unveil * culture * workshops * interactive |  |
| Newspaper | Videos????? |  |  |
| Books/DVDs, | Click to [what] page |  |  |
|  |  |  |  |

Landing Page

**The Front Page News Test**

Workshop 1 - Values and Ethical Standards

Head line: **Is this your face on the front page?**

2-3 Explanation Think about it. Scary news is usually on the front page. If your photo’s there, it probably won’t be good news. Often it’s the beginning of the end of your career. Just wait till you try and talk to your family. They will be in shock, and embarrassed. Newspapers will print stories about every aspect of your life and journalists wait outside your house.

Would this ever happen? Ask around. Most people know of a situation involving a work colleague - where they were walked out of the office or were charged with fraud.

If you are a manager or building a new team, you need *to have a conversation* about values and ethical standards - to protect yourself, your team, your company, your family and your future.

Workshop 1 – Values and Ethical Standards

**The ethics dilemma**

Each of us has different values, different ways you’d respond and different things you rate as important. You have to talk about this and come to an agreement if you are to work well as a team.

While there are ‘full and frank’ sensitive discussions to be had, it is important to respect individuals’ own belief systems as you overlay the company’s values and ethical standards. The result is a shared understanding of what is acceptable conduct and what is not, and the consequences.

This ‘ready to go’ workshop:

* Provides a framework, resources and guidance notes [It’s been tested in a number of contexts and cultures]
* Encourages you to tailor the examples to make it absolutely relevant [A range of alternatives are included]
* Prompts active involvement, which reveals values and ethical standards in a way that is not judgemental or threatening [It requires physical movement which generates energy and fun]
* Involves team members in crafting their shared values and Code of Conduct. [That’s the bit that usually forgotten]

One 20 minute telephone or email briefing is offered to assist with any questions before you run the Workshop for the first time.

**Launch your Ethics Workshop NOW**

Make sure your team is on the same page, not the Front Page.

**The Front Page News Test**

Workshop 2 – Business Smarts

Head line: ‘**You did *what***?’ There’s silence as colleagues look at you, then look away. ‘OK. Leave it with me,’ says your manager.

2-3 sentence explanation Have you experienced that tension-filled silence when worklife, as you knew it, had just … changed forever? Have you been in the room when someone raises a voice and says what others are thinking; ‘**How** could this happen. Tell me. **How**?

Have you felt sorry for the person who has had to ‘deal with it’? Ultimately they wore it.

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Think for a minute. You’ve either been in the room when the shock occurs, or you have heard about it? So, as a manager, how do you make sure it will never happen on your watch? That you will ensure you will protect your reputation, that of your team members and that of your company?

**Here’s how**. It’s like speed dating without the dating - generating discussion about real predicaments.

This ‘ready to go’ workshop:

* Provides a range of actual situations from which to choose. [Many will be similar to situations which your executive might want addressed. Why are these predicaments common?]
* Encourages the involvement of more senior staff. [This also helps knowledge transfer and talent development]
* Stimulates thought. Comment and discussion [Quiet people usually offer great insights!]
* Is a great way to ‘get the issues on the table’. [Much better than having someone raise their voice and everyone else stare in shock].

One 20 minute telephone or email briefing by telephone or email is offered to assist with any questions before you run the Workshop for the first time.

**Put Ethics Smarts**

**into your Training Program**

Two reasons: it’s fun and it works better than brainstorming!

**The Front Page News Test**

Workshop 3 – Fraud by Accident

Head line: **Page 1…photo of a guy from work … heading…** ‘accounting irregularity’**.**

**What’s that mean? Soon you know.**

2-3 sentence explanation Sometimes big technical words are used to describe something you’ve done. How does that happen?

You – and those around you – come to work, do and go home. Sometimes a colleague asks a favour and, if you owe them a favour or just want to help the person out, you oblige. Sometimes you do what you are told to do, and don’t think any more about it.

… Until you are called to a meeting. You look at the others and ‘join the dots’ in your mind. Something has happened. Someone in your team is in trouble.

But… why are you there?

This ‘ready to go’ workshop:

* Explores the concept of accidental fraud.[ Accidental? Yes. Being *implicated* in a wrong you didn’t do].
* Examines the steps in the reporting process that can allow *implication* in a fraud to occur.
* Encourages the involvement of more senior staff. [This is a great way of building on the discussion of values and ethical standards and apply them to particular day-to-day tasks].
* Stimulates thought, comment and discussion [It encourages a review of internal processes]

One 20 minute telephone or email briefing is offered to assist with any questions before you run the Workshop for the first time. You will be mailed a pack of 10 red ties.

**Don’t Get Caught in the Red**

Prepare to be shocked at how easily people can be caught in a fraud

**The Front Page News Test**

Workshop 4 – Culture on the Ground, Culture at the Top

Head line: **From No 7 to Bust: How does this happen so fast?**

2-3 sentence explanation Enron’s fall shocked the world. Some of the ones on the ground knew and tried to warn. Some of the ones at the top had no idea.

In other fraudulent situations the ones in the team knew and knew the risks, but didn’t care.

When major fraud occurs, **culture** is at its core. There are contributing factors but culture is something you can’t just fix.

You have to take it front on.

This ‘ready to go’ workshop:

* Uses source material as scripted role plays and will jettison everyone out of their comfort zone. It’s fun but you will have seen similar behaviours.
* Allows you to explore the cultural drivers of fraud. This might lead into a company specific session on HR policies
* Encourages all team members to contribute. Culture only changes when values and ethical standards are agreed and shared.

**How it works**

There are two key interactive elements of this workshop – a role play taken from the reflections of three Enron workers who lost their life savings is followed by a debrief activity. The transcript of the final Enron board meeting is used as a context for a discussion about decision making practices at all levels.

One 20 minute telephone or email briefing is offered to assist with any questions before you run the Workshop for the first time.

**XXXXXXXXXXXX**

Sentence……………………………

**The Front Page News Test:**

**On the Run – Did that really Happen?**

Head line: **‘Tell me** exactly **what happened and what was said’. Your mind goes blank. Pens tap the desk. You say random things…**

2-3 sentence explanation Been in that situation?

*Or* when you think,’ Did ***that*** just happen?’ and you rationalise it ‘Oh now, he couldn’t have meant that’. ‘Good to do business with you,’ he says. Smiling.

*Or* it could be something else happens that you weren’t expecting - an invoice, a request by email.

*Or* it could be when a senior manager reviews a contract and asks. ‘Why is this clause here?’

Or it could be any number of things.

This ‘ready to go’, decision making workshop:

* Puts your team in a situation where *something* happened
* Provides a structured process to help explore the issues and options
* Proposes a simple four-question framework which can be used to determine the ‘Ethics Action Scale’
* Stimulates thought, comment and discussion

**How it works**

Designed to reflect the range of issues impacted by a breach of ethics, this workshop **provides a script** for the team meeting (so typical responses can be explored) and the **key financial information** (so the implications can be assessed). Scenarios are tailored for the type of organisation (NFP, Government, Corporate and Professional Services).

One 20 minute telephone or email briefing is offered to assist with any questions before you run the Workshop for the first time.

**Learn the Four Ethics Questions**

Become ethics-wise to protect your career.