

## KEY PRIORITIES FOR 2030 AND BEYOND

### STUDY: FINANCE RESPONSES



### STUDY: HR RESPONSES



### MY RESPONSE

## TRANSFORMATION IN FINANCE FUNCTION

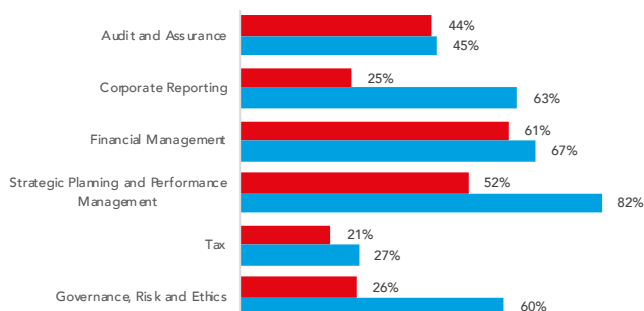
### STUDY RESPONSES



\*Including AI and cloud-based applications

### MY RESPONSE

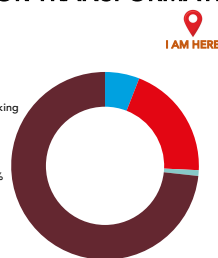
## UNITS MOST IMPACTED



## READINESS FOR TRANSFORMATION

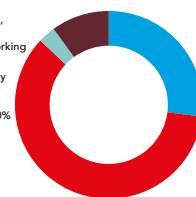
### FINANCE

- Discussions have started, but still early days – 6%
- Somewhat prepared, working on the details – 20%
- Too early/ have other key priorities – 1%
- Very prepared, have a structured roadmap – 74%



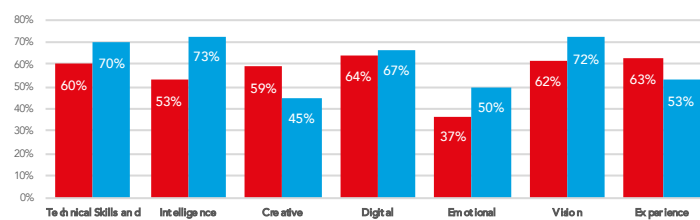
### HR

- Discussions have started, but still early days – 27%
- Somewhat prepared, working on the details – 60%
- Too early/ have other key priorities – 3%
- Very prepared, have a structured roadmap – 10%



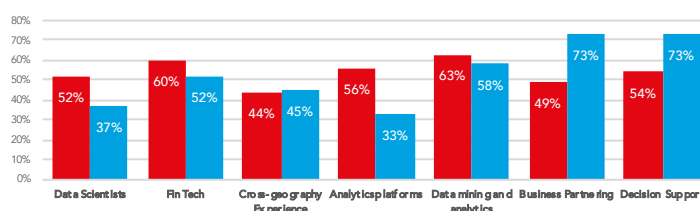
## COMPETENCIES AND SKILLS CRITICAL FOR JOB SUCCESS

### FOR MY FINANCE FUNCTION, THE FOLLOWING ARE:

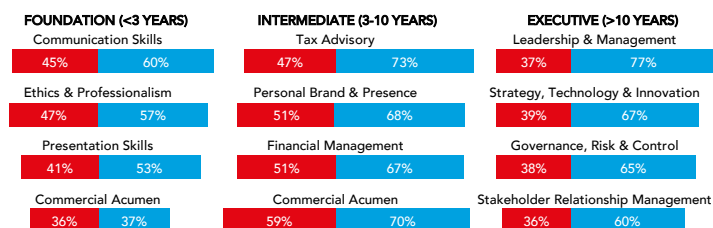


## FUTURE TALENT AND SKILL GAPS

### OVER THE COMING YEARS, MY FINANCE FUNCTION WILL HAVE THE FOLLOWING GAPS:



## FUTURE SKILLS FOR SUCCESSFUL FINANCE PROFESSIONALS



### I AM INTERESTED IN

**About SHRM:** SHRM, the Society for Human Resource Management, creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces.

With 300,000+ HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally.

SHRM provides a platform for thought leadership, sharing of best practices and professional networking within the Indian and global HR communities in order to take the profession higher through continuous and collaborative learning. It is a one-stop shop and the go-to resource for solutions and services to handle all people-management challenges. The huge repository of articles, research papers, case studies and related material on every aspect of HR within the Indian and global contexts constitutes the most current and comprehensive body of knowledge in HR. Supported by a bank of over 50 subject matter experts and internal expertise, the SHRM Knowledge Center offers cutting-edge resources, across all the key and emerging HR disciplines. These include thought leadership, advisory panels, tools and templates, virtual events, forum and research.

As the leading advocate for HR professionals' worldwide and providing HR research and education, SHRM launched an unparalleled study to define not only the knowledge, but also the competencies required of today's HR leaders. The result of this rigorous research was the SHRM HR Competency Model which forms an important foundation for the new SHRM Certifications – SHRM-CP and SHRM-SCP. More information is here: [www.shrm.org](http://www.shrm.org)

Results compiled from responses of 87 Finance and 60 HR professionals including CFOs and CHROs representing diverse mix of organizations across industry/sector and size.

**About ACCA:** ACCA (the Association of Chartered Certified Accountants) is the global body for professional accountants, offering business-relevant, first-choice qualifications to people of application, ability and ambition around the world who seek a rewarding career in accountancy, finance and management.

ACCA supports its **219,000** members and **527,000** students in **179** countries, helping them to develop successful careers in accounting and business, with the skills required by employers. ACCA works through a network of **110** offices and centres and more than **7,571** Approved Employers worldwide, who provide high standards of employee learning and development. Through its public interest remit, ACCA promotes appropriate regulation of accounting and conducts relevant research to ensure accountancy continues to grow in reputation and influence.

Founded in 1904, ACCA has consistently held unique core values: opportunity, diversity, innovation, integrity and accountability. It believes that accountants bring value to economies in all stages of development and seek to develop capacity in the profession and encourage the adoption of global standards. ACCA's core values are aligned to the needs of employers in all sectors and it ensures that through its range of qualifications, it prepares accountants for business. ACCA seeks to open up the profession to people of all backgrounds and remove artificial barriers, innovating its qualifications and delivery to meet the diverse needs of trainee professionals and their employers. More information is here: [www.accaglobal.com](http://www.accaglobal.com).