



## The Growth CFO Attracting and Retaining Transformational Finance Talent



### Introduction



As the finance department has evolved, one thing has remained constant: the importance of top talent. Now, as the focus of CFOs shifts from governance to enabling growth, they're playing a pivotal role in attracting, retaining, and developing talent.

But why has talent management become a priority for today's "growth CFOs"? A recent study from The CFO Alliance<sup>1</sup> found out...

<sup>1</sup> 2016 CFO Sentiment Study, The CFO Alliance, available at: [thecfoalliance.org/reports](http://thecfoalliance.org/reports)

### Hiring and Retaining the Right Finance Talent Is Critical to Driving Growth

Human capital is your **most valuable** corporate resource.



**70%** of finance leaders say human capital is of concern, or of great concern, in 2016.



**55%** of CFOs are heavily involved in the professional development of their employees.



And **if given US\$1 million of budget, 30%** would heavily allocate those funds to recruiting and retaining top talent.



### Investment in Finance Talent is Increasing

Growth CFOs are investing in their employees.

**83%** of companies surveyed anticipate **raising wages** over the next 12 months.

**And 63%**



of those plan to do so with the specific purpose of attracting and retaining talent.

And CFOs aren't just increasing wages; they're actively hiring, too.

**46%**



of finance leaders say the most significant HR investment they're making is hiring new employees.



### Training Is a Critical Tool in the War for Finance Talent



With top finance talent in short supply, training and development isn't just a cost-effective way of adding new skills—it can also help CFOs retain their best people.

**Over 32%** of CFOs reported that their biggest talent investment would be **additional training and development**.

And that training and development can take many forms:



**43%** identified professional conferences and webinars as the main way of addressing talent gaps.



Whereas **37%** identified in-house corporate trainers as the main vehicle for fostering professional development.



## BECOME A TALENT-CENTRIC GROWTH CFO TODAY

As the CFO of a growing business, talent has never been higher on your agenda. Oracle can help.

Get the full CFO Alliance Report [here](#).