

Aboriginal Finance Position

“Making it the dream job”



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AFOA Canada 2007 conference

Our work here today

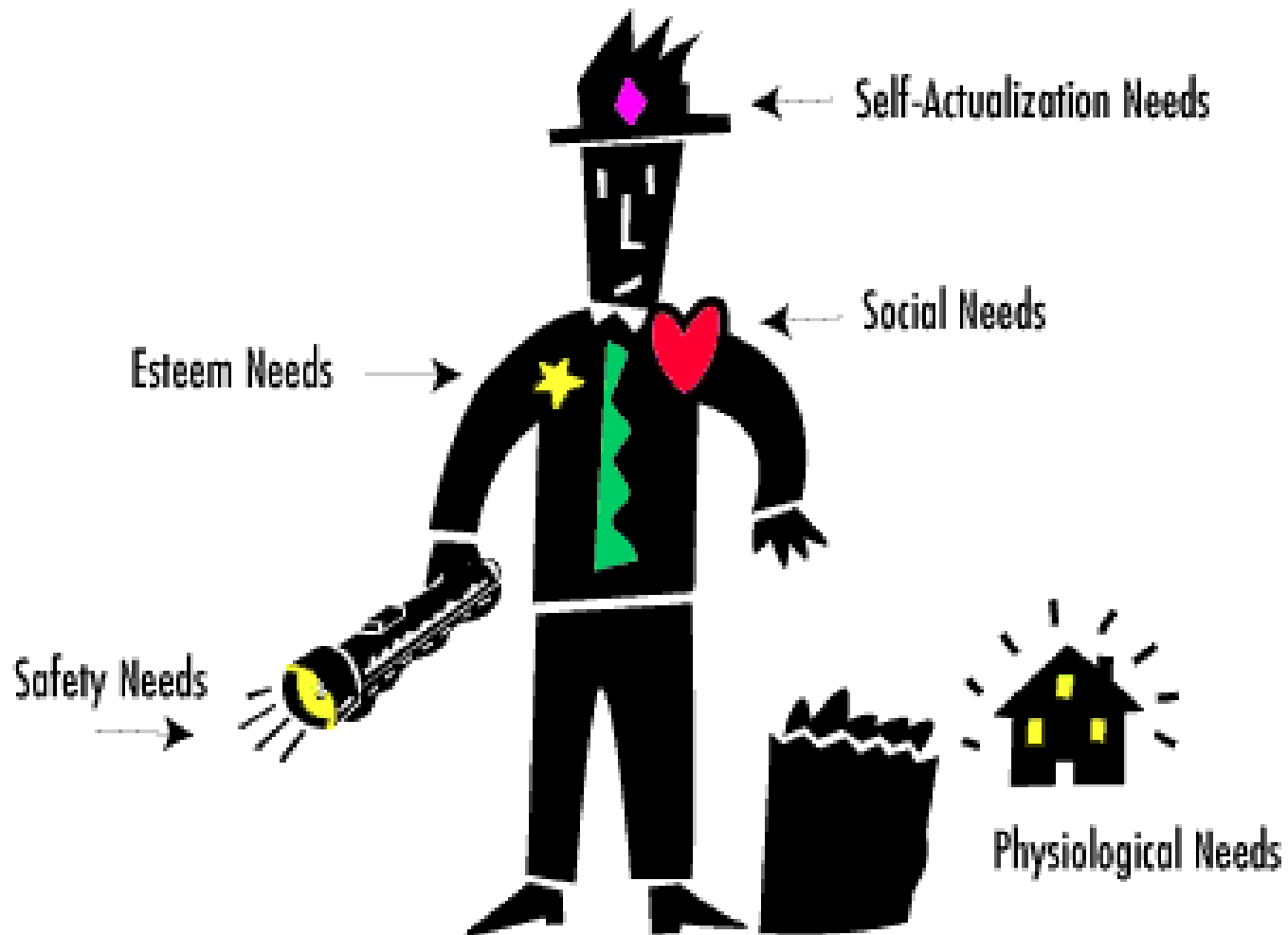
- Evaluate what makes us happy with our work.
- Create a picture of what the CFO job in aboriginal organizations looks like now.
- Identify the gaps
- Brainstorm to fill the gaps
- Evaluate what we have accomplished
- Why should we care?

What makes us happy

Jot down 5 things you would like from your new employer if changing jobs tomorrow.



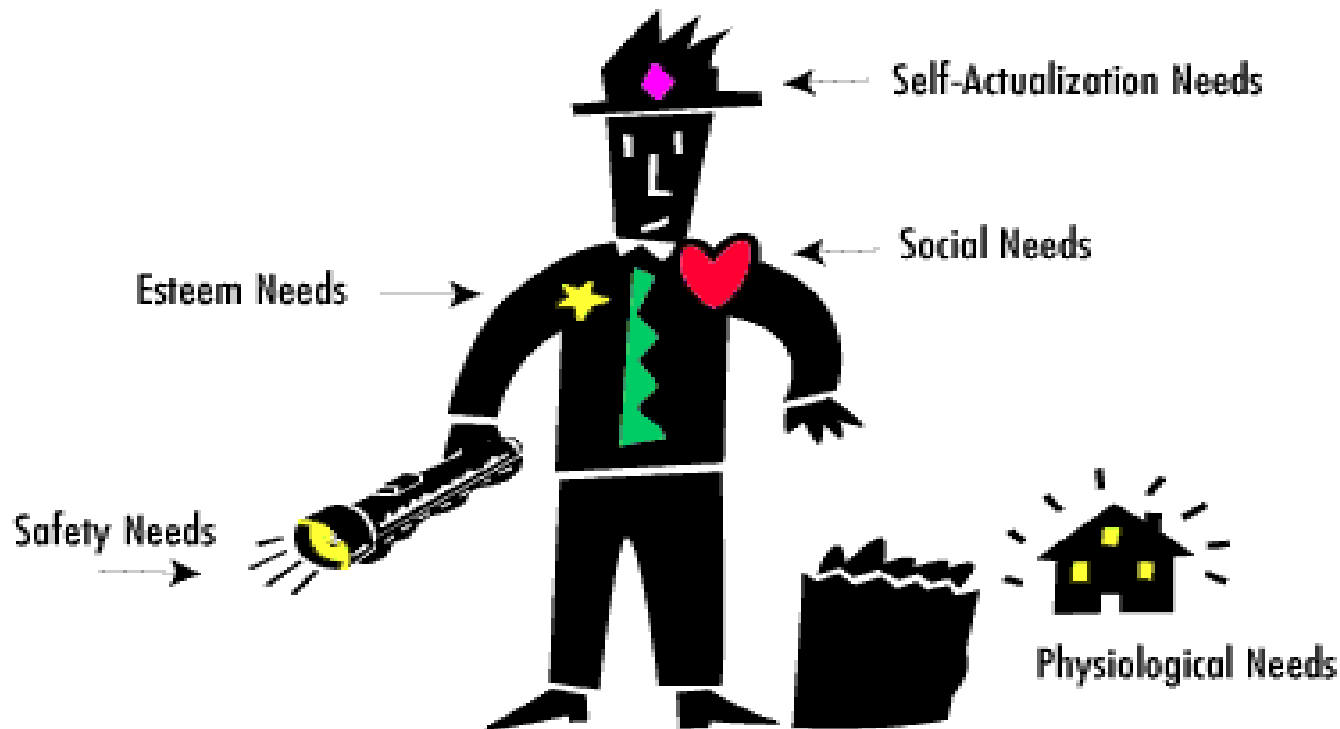
Maslow's Hierarchy of Needs



Employee Motivators

	<u>2006</u>	<u>2005</u>	<u>2004</u>
Job Security	36%	41%	48%
Career Advancement Potential			
	30%	24%	15%
Training & Positive Feedback			
	17%	14%	15%
Money/Immediate Compensation			
	11%	14%	14%
Benefits & Perks	5%	8%	8%

Maslow's Hierarchy of Needs



Wages, benefits and job security
Training and positive feedback
Advancement opportunities

What do the jobs look like now?

Make a list and think about

- What is easy
- What is hard
- How the community views the job
- How the ruling body views the job
- The specific work conditions

My guess



- Over worked
- Lack of resources both people and advice
- Lack of respect
- Work effort not recognized
- Unclear definition of duties
- Emphasis on errors and not successes
- Trying to hit moving targets
- Don't have the education required
- Adverse physical conditions

What are the gaps?



What would it take to bridge these gaps?



Who makes change happen

- Top down
- Peer groups
- Members
- You

Time to make a list

- As we work through the idea list identify possible things for your organization
- Try to leave with 5 things that you want to change
- 5 things can be huge!

Top 15 Retention Drivers

Retention Items	%
1. Exciting work & challenge	48.4
2. Career Growth, Learning & Development	42.6
3. Working with great people & relationships	41.8
4. Fair pay	31.8
5. Supportive management/great boss	25.1
6. Being recognized, valued & respected	23.0
7. Benefits	22.0
8. Meaningful work, making a difference & contribution	17.0
9. Pride in organization, its mission & product	16.5
10. Great work environment / culture	16.0
11. Flexibility	13.6
12. Autonomy, creativity and a sense of control	12.6
13. Job security & stability	10.5
14. Location	10.3
15. Diverse, changing work assignments	7.7

Which of the following is most important to you?

	<u>2006</u>	<u>2005</u>	<u>2004</u>
Increased Training & Feedback	47%	54%	48%
Clear Vision/Model of Future Org	29%	23%	22%
Your Future Job Description	14%	16%	16%

If your employer were to provide you with only one of the following, which one would you choose as "most helpful"?

	<u>2006</u>	<u>2005</u>	<u>2004</u>
Job Description	37%	40%	40%
Written Performance Review	26%	39%	38%
Employee Handbook	37%	21%	22%

Let's talk Money



true motivators

- Add some **fun and variety** to the employee's routine.



- Allow employees with **input and choice** in how they do their work.



Other Solutions

- Ensure employees have the education they require
- Set clear goals and challenges



More Solutions

- Develop measurements that truly measure performance



- Tolerate learning errors.



More Solutions

Encourage responsibility and leadership.



Promote social interaction and teamwork.



More still

- Promote **job ownership**.
- Provide lots of **encouragement**.
- Make **appreciation** part of your repertoire.



Why bother?

- Growing shortage of skilled people makes it necessary
- Having valuable key people ensures success, more important in these times of change
- It is the right thing to do

**Conference Board of Canada (2005)
reports,
58%
of Canadian employees are open to
move to other organizations**

Trends and Forecasts*

- By 2008, more people will be leaving the workforce than entering
- 44% of workers aged 45-59 say they will retire before 65

* Statistics Canada research

Professional designations

- CMA
 - CA
 - CGA
-
- All worried about the age of their members

Trends and Forecasts*

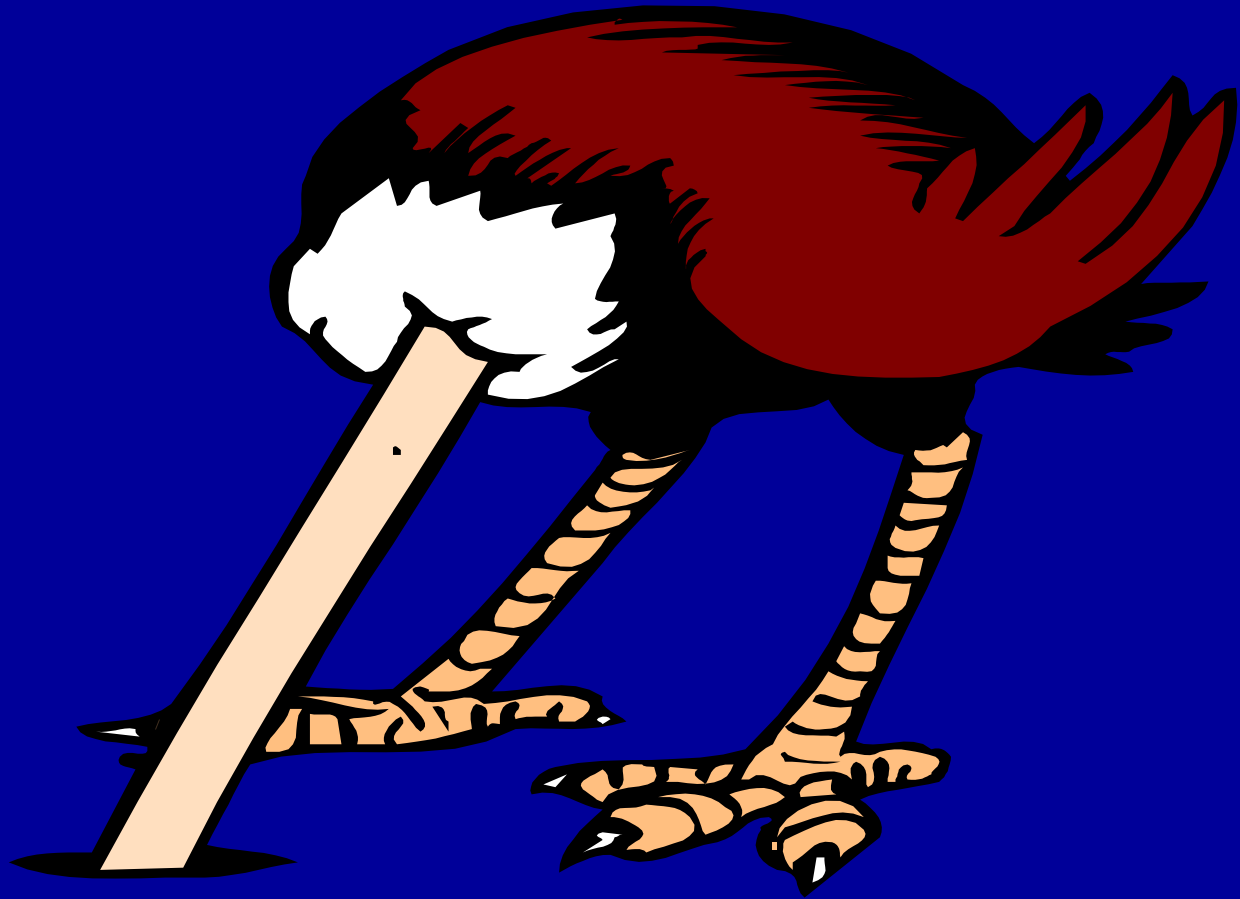
- 72% of companies predict they'll have an increasing number of leadership vacancies over the next 3-5 years
- 76% of those same companies are “less than confident” in their abilities to adequately staff these positions

* Corporate Leadership Council research
(reported by The Gallup Organization)

The External Challenge

- The market place for good talent will be competitive
- The good people will be able to pick and choose their working environment
- That's why we need an organization where people want to stick around

One Approach...



Change the thinking

- Glad to have you / lucky you have a job
- Finance is important / its only money
- Money is filthy / money is stored energy
- I can do it / None of us is as smart as all of us
- I can't do it / we all can do something

Change the thinking

- Encourage youth to become interested
- Put the right people in the right positions
- Keep them there

- Need to encourage the best and brightest to follow this course



Survival to Wealth

- Increases importance
- Responsible to future generations
- Take control of own destiny
- Take control of own energy source

So did we do what we said we would?

- Decided what made us happy at work
- Looked at the CFO jobs today
- Identified the gaps
- Came up with a list to fill the gaps
- We heard why this is more important than ever
- Made a list 5 things that we can do *now*

I think the future looks bright!



but you have to keep it polished

Thanks for listening

References

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