



# Vice President Finance Success Profile

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## CORE SKILLS

- 1. Financial Acumen
- 2. Technical Expertise: Compliance & Reporting
- 3. Technical Expertise: Mergers and Acquisitions
- 4. Technical Expertise: P&L Leadership
- 5. Strategic Influence

## WHAT GREAT LOOKS LIKE

- › Demonstrated ability to design, implement, and drive financial strategies to achieve annual, long range, and other business objectives at the function and enterprise level
- › Leads the organization through complex financial issues by understanding, making recommendations, and simplifying the complex
- › Translates business objectives into financial targets and conveys the information in a way that stakeholders can understand ensuring that financial goals are aligned with the company's business strategy
- › Develops comprehensive financial models to anticipate market trends, assess potential risks, and identify growth opportunities

## SELF ASSESSMENT

In your current role:



What is your level of proficiency in this skill?



How frequently do you demonstrate this skill?



How confident are you in your ability to apply this skill?

## ON THE JOB DEVELOPMENT EXPERIENCES

- › Involvement in development of long-range financial plan (leading elements)
- › Participate in planning sessions (market dynamics, technology day, strategy)
- › Know business - spending time in different functional areas (business seg, corp, global)
- › Know customers - negotiations, customer visits, or indirect learning

## AVAILABLE TRAINING

[Finance Strategies for Business Leaders](#), 55 mins.

[Developing Business Acumen](#), 1 hr.



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## WHAT GREAT LOOKS LIKE

- › Exceptional expertise in Sarbanes-Oxley compliance, ensuring rigorous internal controls, accurate financial reporting, implementing robust processes that enhance transparency and accountability across all financial operation
- › Extensive knowledge of U.S. GAAP financial compliance by expertly navigating complex scenarios, ensuring accurate and compliant financial reporting, enhancing Woodward's financial integrity and strategic decision making
- › Exceptional experience working with International and US reporting requirements, ensuring compliance and accuracy across diverse regulatory landscapes. Comprehensive oversight guarantees that all financial reports meet stringent global standards, fostering trust and transparency with stakeholders
- › Demonstrated application of tax optimization by strategically leveraging tax regulations to make informed business decisions that maximize profitability impacting the company's financial health and sustainable growth

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In your current role:



What is your level of proficiency in this skill?



How frequently do you demonstrate this skill?



How confident are you in your ability to apply this skill?

## ON THE JOB DEVELOPMENT EXPERIENCES

- › Previous experience in audit function
- › Accounting experience (rotation) usually an early career experience
- › Participation in an investigation
- › Professional certifications (CPA, CMA, CIA)

## AVAILABLE TRAINING

Work with your leader to identify on-the-job and formal learning experiences to develop this technical skill.



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### CORE SKILLS

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### WHAT GREAT LOOKS LIKE

- › Expertise in supporting an M&A transaction from negotiating deal terms through integration
- › Identifies red flags and elevates key risks through attention to detail, curiosity, and critical thinking
- › Expert knowledge of financial modeling and valuation principles creating accurate valuations which drive strategic decision making and mitigates potential risk
- › Ability to serve as a generalist beyond finance to identify and understand potential risk to the larger business through an M&A process

### SELF ASSESSMENT

In your current role:



What is your level of proficiency in this skill?



How frequently do you demonstrate this skill?



How confident are you in your ability to apply this skill?

### ON THE JOB DEVELOPMENT EXPERIENCES

- › M&A experience or something of equal complexity
- › Prioritize Talent Pool members for this experience
- › Financial modeling for business opportunities and new products

### AVAILABLE TRAINING

Work with your leader to identify on-the-job and formal learning experiences to develop this technical skill.



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## WHAT GREAT LOOKS LIKE

- › Demonstrated ability to expand margins through expertise in complete P&L management for overall business segment
- › Ability to quickly identify business drivers that impact the P&L and translate the effect back to the business to achieve strategic objectives
- › Manages organizational risk through experience with international business challenges and foreign exchange concepts

## SELF ASSESSMENT

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How frequently do you demonstrate this skill?



How confident are you in your ability to apply this skill?

## ON THE JOB DEVELOPMENT EXPERIENCES

- › Experience running P&L at the business unit level
- › Develop budgets and forecast P&L's
- › Extensive experience in variance analysis
- › Participation in and experience working cross-functionally with non-finance leaders
- › Learning operational aspects of the business - make connection between #'s and Gemba

## AVAILABLE TRAINING

Work with your leader to identify on-the-job and formal learning experiences to develop this technical skill.

[The New Age of Risk Management Strategy for Business](#), 1 hr.



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## WHAT GREAT LOOKS LIKE

- › Utilizes influence to gain alignment across the team and enterprise by fostering collaboration and ensuring that financial strategies are integrated with overall business goals. Their ability to communicate a clear vision and build consensus drives cohesive action and supports the company's strategic objectives
- › Talent magnet - able to identify strengths and opportunities in team members and develop them to their full potential. Fosters a culture of growth and continuous improvement, ensuring the finance team is highly skilled, motivated, and aligned to the company's strategic goals
- › Seen as a valuable expert and essential partner by collaborating with both internal and external stakeholders to provide insightful financial guidance ensuring that all parties are aligned to the company's strategic goals and financial objectives

## SELF ASSESSMENT

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## ON THE JOB DEVELOPMENT EXPERIENCES

- › Leading cross-functional teams
- › Lead a complete performance management cycle
- › Experience presenting/speaking in front of executive leaders
- › Develop members who are high potential for a role
- › Leading a team to high performance (inspire and motivate, urgency)

## AVAILABLE TRAINING

[Executive Influence](#), 23 mins.  
[Managing Cross-Functional Collaboration as a Leader](#), 44 mins.  
[Navigating Organizational Politics](#), 10 mins.