



## FINANCE / FINANCES

### VISION

The trusted partner for valued insight and innovative service delivery.

### MANDATE

We provide reliable, relevant financial management and accounting services through governance and stewardship of financial resources.

### VALUES

Care  
Integrity  
Team  
Creative

## CFMWS FINANCE 2023 – 2025 STRATEGIC PLAN

By 2025, we will modernize financial processes to deliver greater value-added insight.

### INVEST IN PEOPLE

- Standardize on-boarding training and tools
- Develop & implement role-based training & education curriculums
- Develop & implement retention plan and career management

### STREAMLINE FINANCIAL PROCESSES

- Streamline processes to eliminate non-value added activities
- Automate core processes based on best practices
- Develop and implement communication and education plan

### UTILIZE TECHNOLOGY TOOLS

- Develop financial system and supporting technology roadmap
- Implement finance self-serve tools
- Increase capability to capture data at source
- Develop capability to capture information and knowledge

### IMPROVE STRATEGIC PARTNERSHIPS

- Review organization design and define roles with alignment
- Develop analytics capabilities
- Measure client satisfaction to improve client decision support

# CFMWS FINANCE STRATEGIC PLAN AT-A-GLANCE

**Mission:** We make our members stronger. Healthier People. Stronger Communities. Better Canada.

**Strategic Priority:** Exceptional Employee and Member Experience

**Finance Vision:** To be the trusted partner for valued insight and innovative service delivery.

Strategic Imperatives	Objective	Measures	Directorate
<b>Invest in People</b>	1.1 Standardize on-boarding training and tools 1.2 Develop and implement role-based training and education curriculums 1.3 Develop and implement retention and career management plan	<ul style="list-style-type: none"> <li># standardized tools integrated</li> <li>% of total salaries paid</li> <li>% of internal movement</li> </ul>	CFO/ Sr. Advisor to CFO
<b>Streamline Financial Processes</b>	2.1 Streamline processes to eliminate non-value added activities 2.2 Automate core processes based on best practices 2.3 Develop and implement communications and education plan	<ul style="list-style-type: none"> <li>% decrease cycle time</li> <li># process automated, documented</li> <li># of recipients, # comms, # training</li> </ul>	Accounting Operations / Financial Governance
<b>Utilize Technology Tools</b>	3.1 Develop Financial System and Supporting Technology roadmap 3.2 Implement finance self-serve tools (inc. iModules) 3.3 Increase capability to capture data at source 3.4 Develop capability to capture information and knowledge	<ul style="list-style-type: none"> <li>Plan approved by ETSC</li> <li># users of tools</li> <li>SOP of financial integration</li> <li>Defined requirements</li> </ul>	VP Finance  Financial Governance
<b>Improve Strategic Partnerships</b>	4.1 Review organization design and define roles with alignment 4.2 Develop analytics capabilities 4.3 Measure client satisfaction to improve client decision support	<ul style="list-style-type: none"> <li>Org structure realigned, establish dedicated Transformation team</li> <li># staff trained</li> <li>% customer satisfaction</li> </ul>	CFO / Financial Planning & Analytics