

Quick Guide: How to Retain Your 'A' Players and Build High-Performing Finance Teams

Did You Know: Highly engaged A-players have lower turnover rates than their less engaged counterparts. However, their retention can suffer when working with B and C players who have different work ethics and standards, leading to team dynamic challenges.

- **An 'A-player'** is a fully engaged and high-performing individual crucial for keeping up with ever-changing financial reporting requirements and achieving strategic initiatives.
- **A high-performing team** operates efficiently and collaboratively, tapping into discretionary effort to consistently achieve superior results.

Top 5 Checklist for CFOs and Controllers

- Go First: Build Trust**
 - Graciously accept opposing feedback.
 - Authentically apologize for missteps.
- Encourage Innovation**
 - Validate new ideas, solutions, and tools.
 - Create a safe space for everyone to share ideas.
- Focus on Deliverables**
 - Encourage flexible hours and remote work.
 - Create similar meeting experiences regardless of attendees' locations.
- Enhance Collaboration**
 - Use tools like Slack or Teams.
 - Foster approachability through informal chats.
- Recognize Big & Small Achievements**
 - Personalize recognition approaches.
 - Offer authentic praise regularly.