



Career  
Advancement  
Academy



# Business Acumen

## Development Guide

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## Welcome to the “Business Acumen” Assessment Report

### INTRODUCTION

Achieving success within any organization necessitates a clear understanding of its objectives and the financial mechanisms that support them. However, many employees within these organizations lack the financial skills needed to achieve and communicate desired outcomes. The Career Advancement Academy Business Acumen Assessment has been designed as a straightforward and effective way to evaluate and enhance your business acumen and financial skills. The assessment's insights are intended to summarize your financial literacy and areas you might consider for further development.

### BUSINESS ACUMEN COMPETENCIES



## HOW TO USE THIS REPORT

The Business Acumen Assessment report is designed to provide you with an overview of the financial competencies needed for many jobs. The detailed insights are given below to help you understand your inherent strengths, as well as areas you might consider for further development. Be sure to read the report with an open mind focused on continuous improvement. Additionally, you'll find specific course suggestions for continued learning and development. Use the thoughts and insights given to consider how you might continue your personal development journey. As a final recommendation, it is always helpful to review your report with someone whom you trust and who can provide you with honest feedback and support. Outside opinions are very helpful in letting you know how the world sees you.

## COMPETENCY LIST

The Business Acumen Assessment is divided into five skill areas. Each skill area has three associated competencies, as shown below.

 Financial Statements	Income Statement	Balance Sheet	Cash Flow
 Budgeting	Goal Setting	Financial Planning	Expense Control
 Financial Controls	Internal Controls	Risk Management	Forecasting
 Financial Analysis	Financial Performance	Purchasing Decisions	Budget Variances
 Critical Thinking	Decision Making	Strategic Planning	Leadership Skills

## SCORES AND RANKINGS

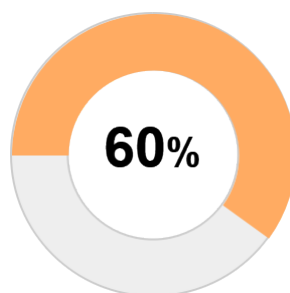
Based on your responses to the Business Acumen questionnaire, your report indicates your level of overall development along with competency scores in each of the five skill areas. The report also provides a ranking of the competencies found within each skill area.

Scores for Overall Rating, each Section, and individual Competencies are categorized into three levels:

1. **Well Developed** – Denoted in **green**, indicates an above-average score or top percentile of benchmarked scores.
2. **Moderately Developed** – Denoted in **orange**, indicates a score in the middle percentile of benchmarked scores.
3. **Needs Development** – Denoted in **red**, indicates a competency or skill that you might consider for further improvement. This score falls in the bottom range of benchmarked scores.

## OVERALL SCORE

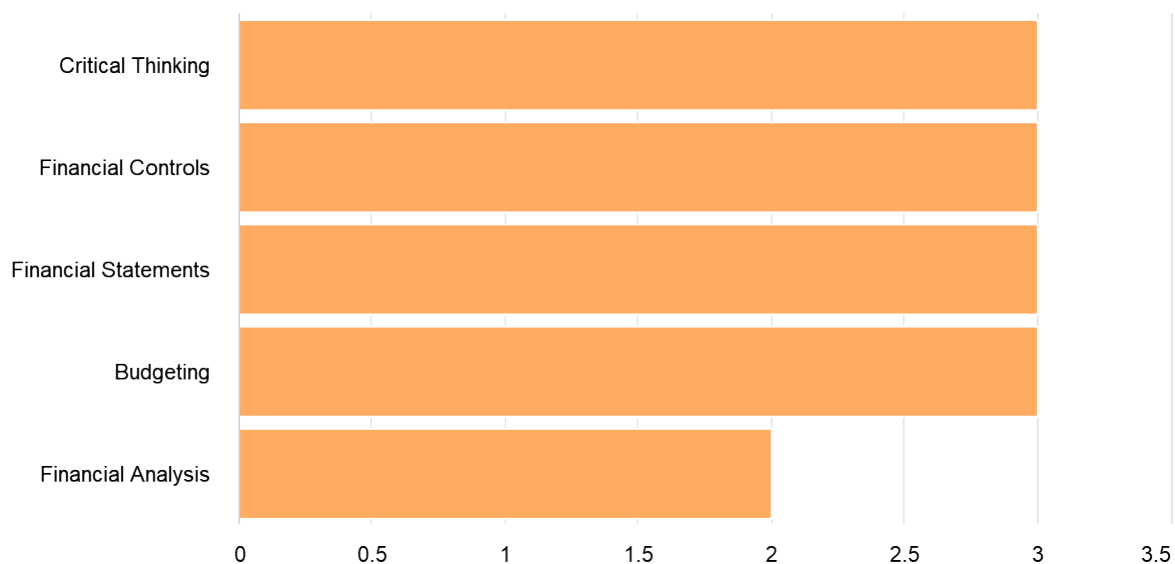
A composite score for each of the five sections assessed and expressed as a percentage of the total possible points is given in the graph below.



Assessment

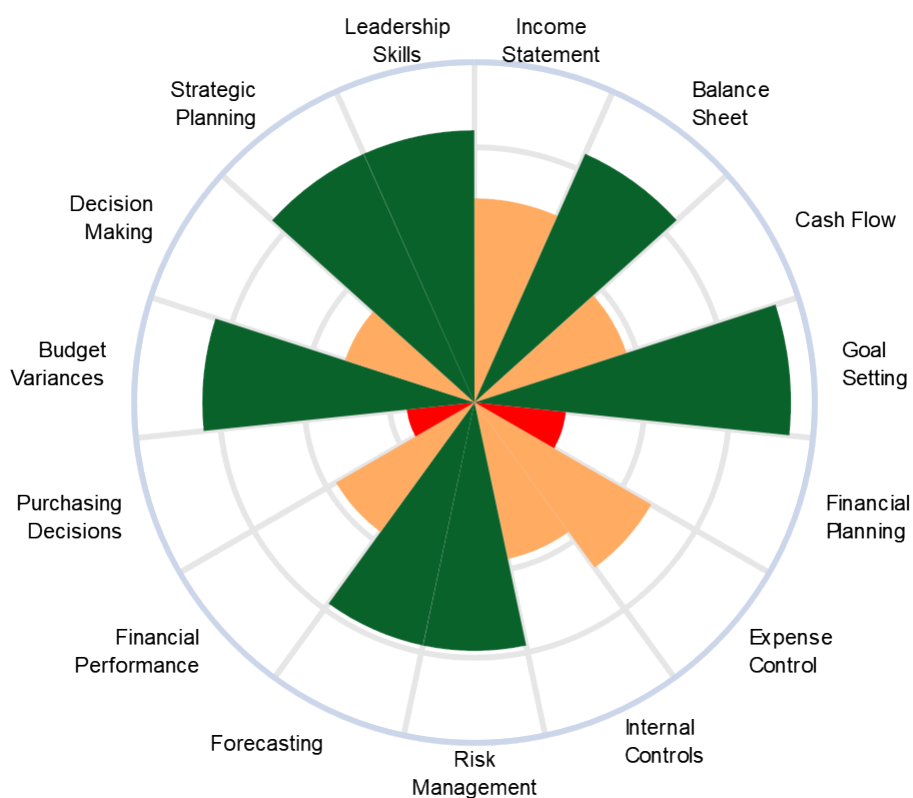
## BUSINESS ACUMEN SKILLS SECTION SCORES

Looking in more detail, the report that follows depicts a summary of scores generated from the answers provided in each of the sections and specific competencies that make up the assessment.



## RANK OF COMPETENCIES

Below is a ranked summary of each of the competencies evaluated in the five sections of the assessment. Percentile scores for each rating indicate your current level of development for that competency. Competencies highlighted in green show a highly developed ability, while those highlighted in yellow or red indicate the possible need for further improvement.



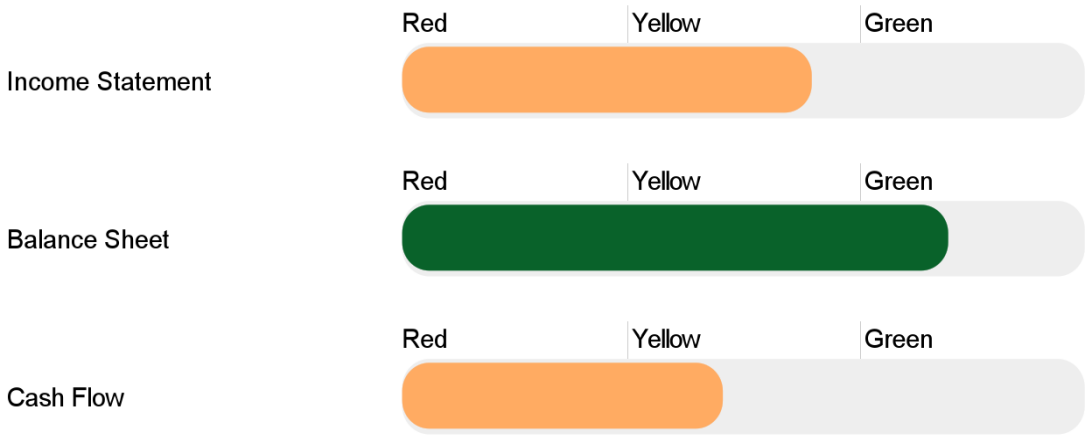
## FINANCIAL STATEMENTS

This section of the report shows your development level of skills related to your understanding of financial statements. The breakout of responses is categorized into three groups as follows:

- **Income Statement:** Understanding the Income Statement is crucial for students as it provides a snapshot of a company's profitability over a specific period, helping them gauge its financial performance and make informed investment decisions. By comprehending revenue, expenses, and net income, students gain insights into a company's ability to generate profits and manage its operations effectively.
- **Balance Sheet:** Mastery of the Balance Sheet is essential for students as it reveals a company's financial position at a given point in time, showcasing its assets, liabilities, and equity. By interpreting these components, students can assess a company's solvency, liquidity, and overall financial health, empowering them to analyze investment opportunities and make sound financial decisions.
- **Cash Flow:** Understanding the Cash Flow statement is paramount for students as it illustrates how cash moves in and out of a company during a specific period, providing insights into its liquidity and ability to meet financial obligations. By scrutinizing operating, investing, and financing activities, students can assess a company's cash-generating capabilities and its capacity to sustain operations and support growth initiatives.

## FINANCIAL STATEMENTS

This section of your report shows the development level of competencies associated with preparing budgets.





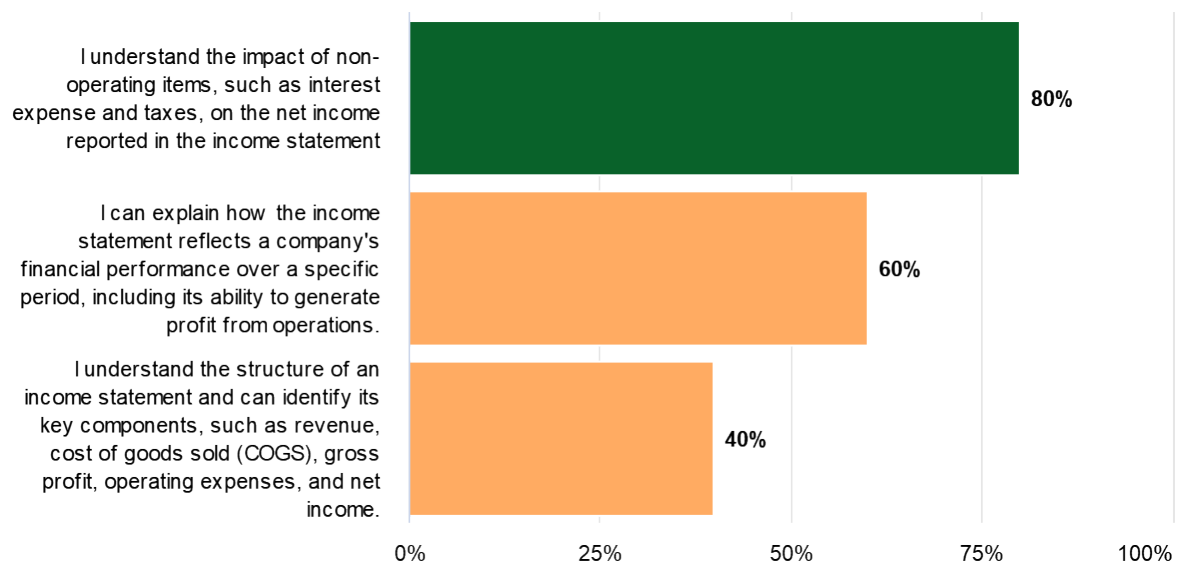
## INCOME STATEMENT

The Goal Alignment questions module measures the degree to which you can understand, influence, and manage an income statement.

### OVERALL SCORE

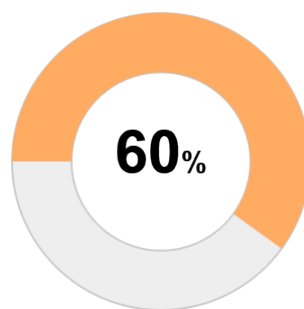


### QUESTION SCORE RANK



## INCOME STATEMENT RATING

Your competency score falls within the **Moderate Range** of the sample population. While some individuals who score in this range have an acceptable level of competency, others (particularly those who score at the low end of the range) may not demonstrate these competencies at times. More in-depth understanding and continued development are encouraged.



Income Statement

**COURSE RECOMMENDATION** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Income Statement Mastery** – a comprehensive online course designed to equip students with a thorough understanding of income statements and their critical role in evaluating a company's financial performance. Participants will delve into the intricacies of income statements, learning how to read, interpret, and analyze this essential financial document. The course covers key concepts such as revenue, expenses, gross profit, operating income, and net income. Whether you're a budding entrepreneur, a finance student, or a professional looking to enhance your financial literacy, this course will provide you with the tools and knowledge needed to make informed decisions based on a company's financial data. By the end of the course, students will not only understand the components of an income statement but also how to use this information to assess financial health and guide strategic business planning.

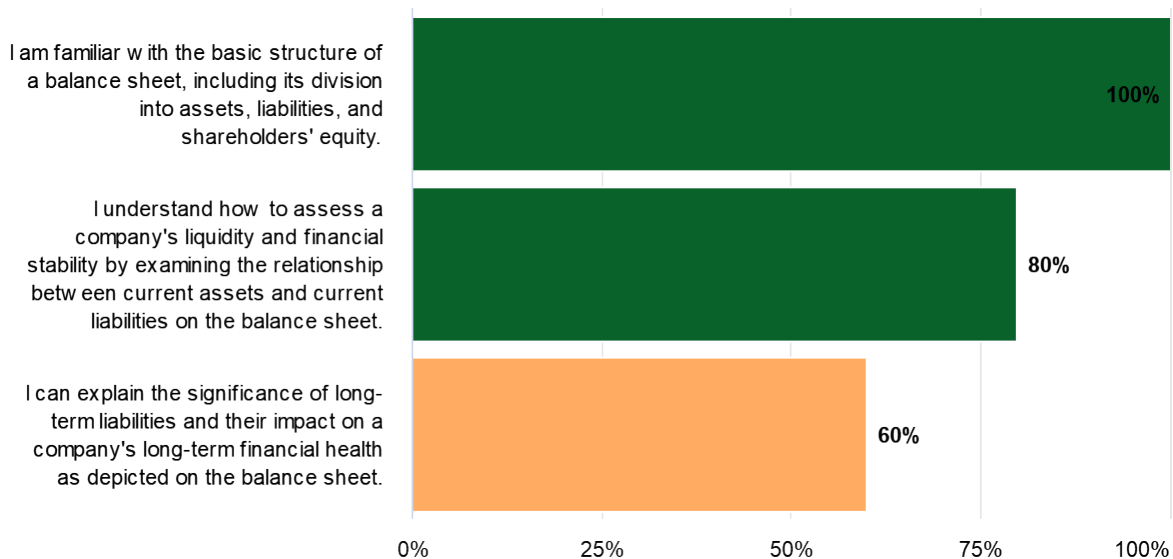
## BALANCE SHEET

The Balance Sheet questions module measures the degree to which you can understand and manage items associated with an organization's assets, liabilities, and equity.

### OVERALL SCORE

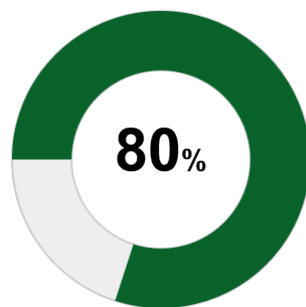


### QUESTION SCORE RANK



## BALANCE SHEET RATING

Your competency score falls within the **High Range** of the sample population. As a result, there is a higher probability that this area of financial competency is more developed than those individuals with lower scores. This area of business acumen is a strength for you.



Balance Sheet

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Balance Sheet Essentials** – This course is designed to demystify the balance sheet, one of the fundamental financial statements used to assess a company's financial position at a specific point in time. The course guides students through the structure and components of a balance sheet, including assets, liabilities, and shareholders' equity, with a clear, accessible approach. Students will gain a solid grasp of how to read, interpret, and analyze balance sheets to evaluate a company's liquidity, solvency, and overall financial health. The course emphasizes the importance of the balance sheet in making informed business decisions and strategic planning. By the end of this course, participants will be equipped with the knowledge to leverage balance sheet data effectively, contributing to their professional growth and the financial savvy of their organizations.

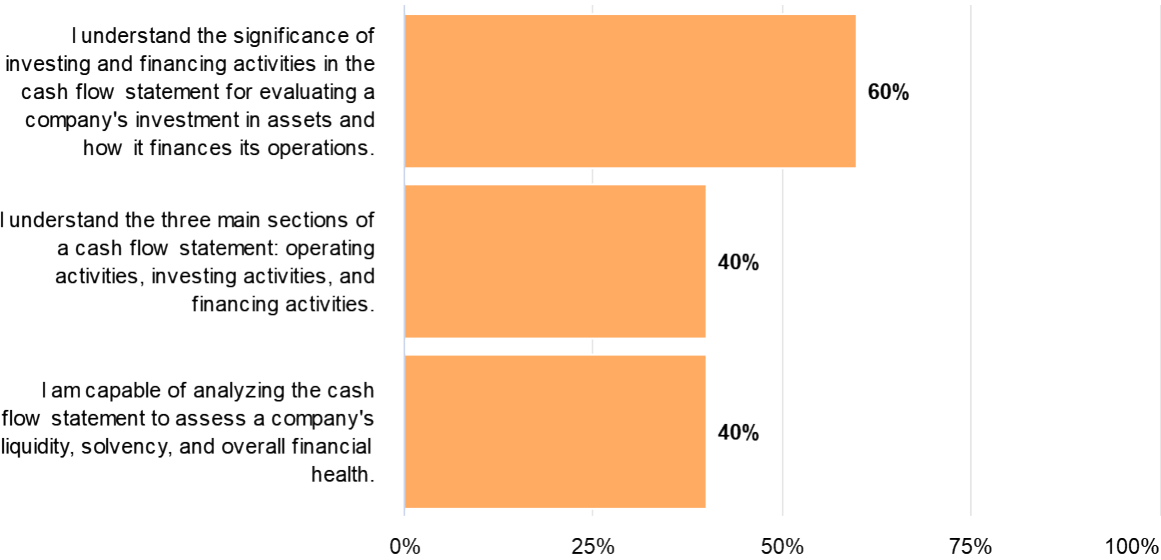
## CASH FLOW

The Cash Flow questions module measures your ability to understand the various sources and uses of cash in an organization.

### OVERALL SCORE

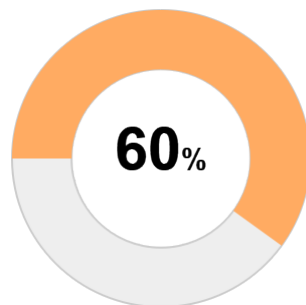


### QUESTION SCORE RANK



## CASH FLOW SKILLS RATING

Your competency score falls within the **Moderate Range** of the sample population. While some individuals who score in this range have an acceptable level of competency, others (particularly those who score at the low end of the range) may not demonstrate these competencies at times. More in-depth understanding and continued development are encouraged.



Expense Control

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Mastering the Cash Flow Statement** – This is an in-depth online course designed to demystify the complexities of the cash flow statement, a crucial tool for assessing a company's liquidity, solvency, and overall financial stability. Participants will explore the three main components of a cash flow statement: cash flows from operating activities, investing activities, and financing activities. The course emphasizes the importance of cash management and provides learners with analytical tools to interpret cash flow trends, enabling them to uncover insights into a company's operational efficiency, investment decisions, and financing strategies.

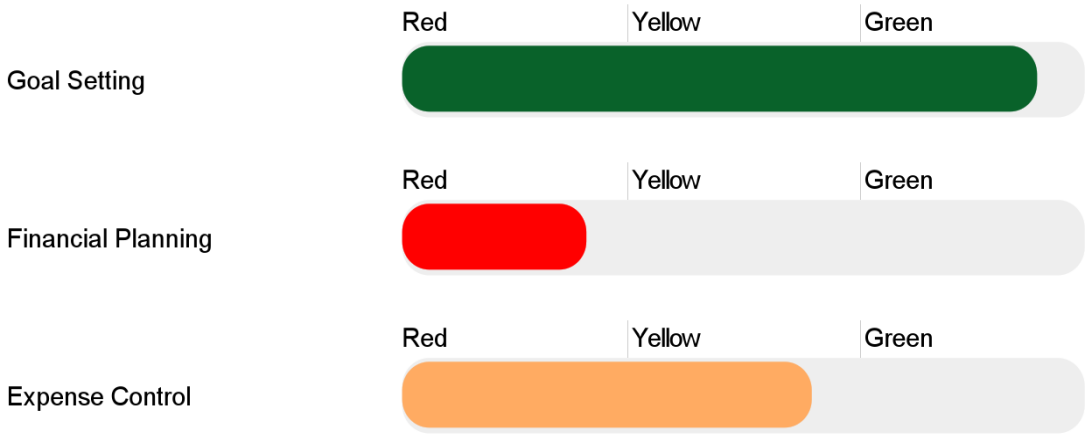
## BUDGETING

This section of the report shows your development level of skills related to performing job duties associated with planning and managing a budget. The breakout of responses is categorized into three groups as follows:

- **Goal Setting:** Mastery of goal setting is crucial for students as it lays the foundation for financial success by helping them define their objectives, whether it's saving for retirement, purchasing a home, or starting a business. Understanding how to set specific, measurable, achievable, relevant, and time-bound (SMART) financial goals empowers students to create a roadmap for their financial journey and stay motivated to achieve long-term prosperity.
- **Financial Planning:** Understanding financial planning is essential for students as it equips them with the skills to set and manage an organization's budget effectively, ensuring financial stability and strategic resource allocation. By learning how to forecast revenues, analyze expenses, and align financial goals with organizational objectives, students can contribute to sound decision-making processes and long-term sustainability within their organization.
- **Expense Control:** Mastery of expense control is paramount for students as it directly impacts the development and management of an organization's budget, ensuring efficient resource allocation and alignment with strategic objectives. By learning how to monitor expenditures, identify cost-saving opportunities, and prioritize budgetary allocations, students can contribute to the financial health and sustainability of their organization while maximizing value for stakeholders.

## BUDGETING

This section of your report shows development levels of competencies associated with someone who actively contributes to their group in order to create and effectively manage budgets.





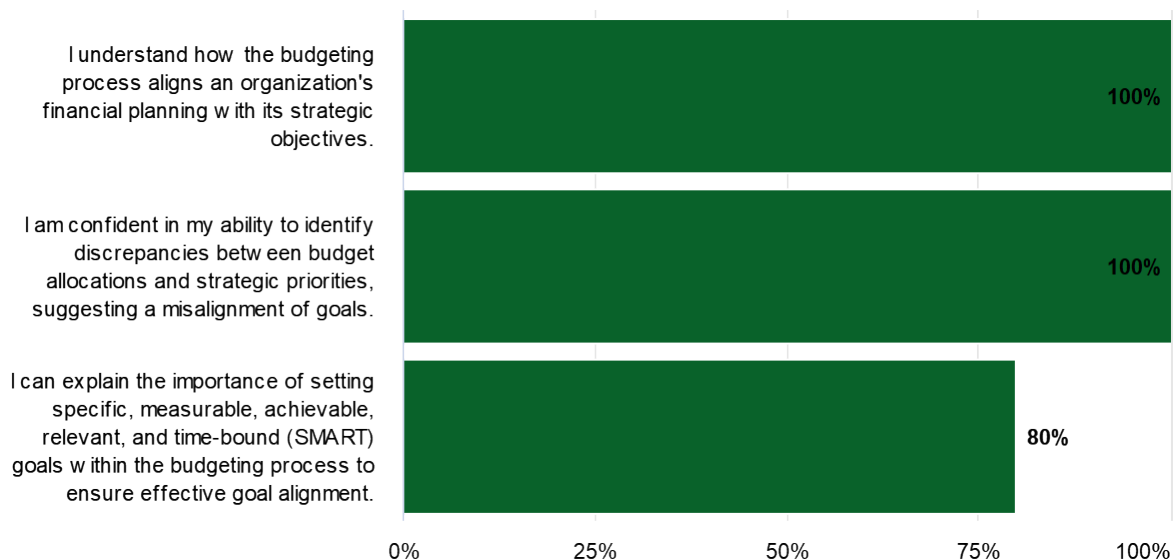
## GOAL SETTING

The Goal Setting questions module measures your ability to set goals and guide and motivate others to reach their business plan and financial objectives.

### OVERALL SCORE

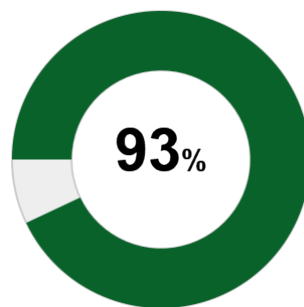


### QUESTION SCORE RANK



## GOAL SETTING

Your competency score falls within the **High Range** of the sample population. As a result, there is a higher probability that this area of financial competency is more developed than those individuals with lower scores. This area of business acumen is a strength for you.



Goal Setting

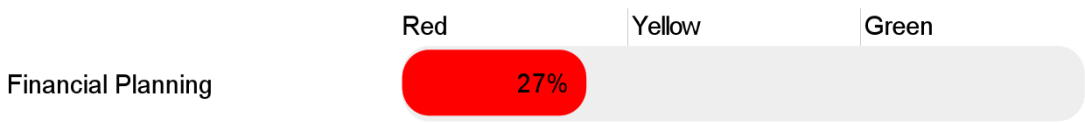
**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Financial Goals** - This course covers various aspects of goal setting, including the SMART criteria (Specific, Measurable, Achievable, Relevant, Time-bound), visualization techniques, and the establishment of short-term and long-term objectives. The course emphasizes the alignment of goals with overarching strategic objectives, ensuring that learners can apply these skills in a corporate setting to contribute to the organization's financial success.

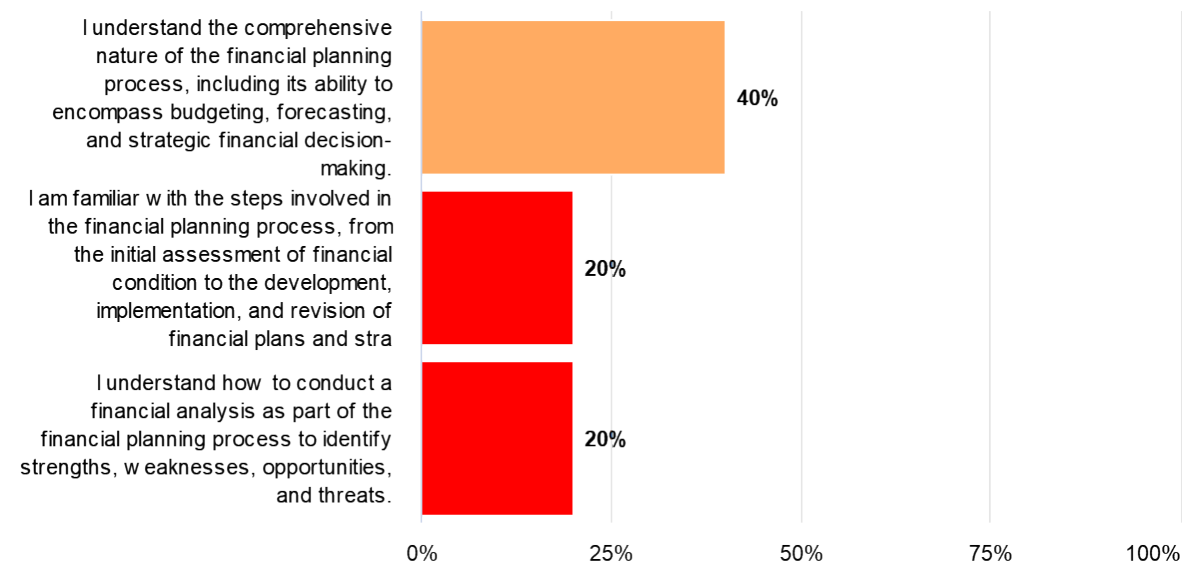
## FINANCIAL PLANNING

The Financial Planning questions module measures the degree to which you are able to select, plan, and execute the appropriate tasks to develop and track a budget.

### OVERALL SCORE

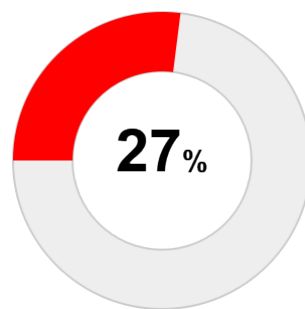


### QUESTION SCORE RANK



## FINANCIAL PLANNING

Your competency score is in the **Low Range** of the sample population. There is a higher probability that individuals who score in this range may be less knowledgeable and experienced than others. This low score may be a concern for some positions. More in-depth understanding and continued development in the areas of concern are recommended.



Financial Planning

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Strategic Financial Planning** - This course dives into the strategic aspects of financial management and how they relate to goal alignment and organizational success. It is ideal for professionals and managers seeking to understand the interplay between corporate strategy and financial planning. Topics include financial analysis, forecasting, budgeting, and strategic resource allocation, all aimed at enhancing the company's value. The course emphasizes the importance of aligning financial goals with strategic objectives to drive growth, profitability, and sustainability.

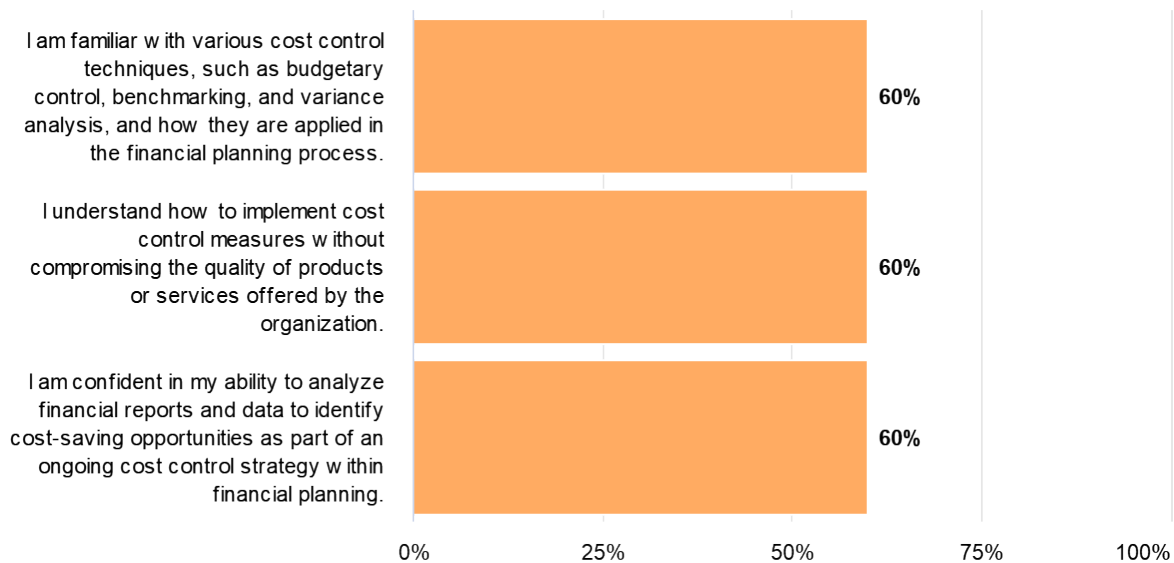
## EXPENSE CONTROL

The Expense Control questions module measures the degree to which you can understand your budget and implement the appropriate measures to manage expenses.

### OVERALL SCORE

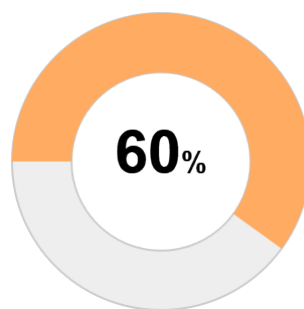


### QUESTION SCORE RANK



## EXPENSE CONTROL

Your competency score falls within the **Moderate Range** of the sample population. While some individuals who score in this range have an acceptable level of competency, others (particularly those who score at the low end of the range) may not demonstrate these competencies at times. More in-depth understanding and continued development are encouraged.



Expense Control

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Expense Control & Budget Management** - is an online course designed to empower students with the knowledge and skills necessary to effectively manage and control expenses within the framework of a budget. This course delves into the principles of budgeting and the strategic role of expense control in achieving financial discipline and organizational goals. Participants will learn how to create comprehensive budgets, forecast expenses, and implement cost-saving measures without compromising on quality or organizational objectives. The curriculum covers various techniques for analyzing expenses, identifying areas of inefficiency, and applying corrective actions to ensure financial targets are met. This course equips learners with the tools to make informed decisions, optimize resource allocation, and drive sustainable financial performance.

## FINANCIAL CONTROLS

This section of the report shows the development level of skills related to your ability to monitor and understand the implications of financial risk, control measures, and benchmarks.

- **Internal Controls:** Understanding internal controls is crucial for students as it enables them to establish processes and procedures within an organization to safeguard assets, prevent fraud, and ensure compliance with regulations when managing budgets. By mastering internal controls, students can mitigate risks, maintain financial integrity, and promote accountability, thus contributing to the efficient and effective use of resources within their organization.
- **Risk Management:** Mastery of risk management is essential for students as it empowers them to identify, assess, and mitigate potential threats that could impact an organization's budgetary goals and financial stability. By understanding how to anticipate and manage risks such as market fluctuations, economic downturns, and operational challenges, students can develop strategies to protect their organization's financial health and optimize performance in dynamic environments.
- **Forecasting:** Understanding forecasting is paramount for students as it equips them with the tools to analyze historical data, predict future trends, and make informed decisions when setting and managing an organization's budget. By mastering forecasting techniques, such as trend analysis, regression modeling, and scenario planning, students can anticipate financial outcomes, allocate resources effectively, and adapt strategies to achieve their organization's financial objectives amidst uncertainty and change.

## FINANCIAL CONTROLS

This section of your report shows development levels of competencies associated with someone who understands financial boundary conditions and risk management.





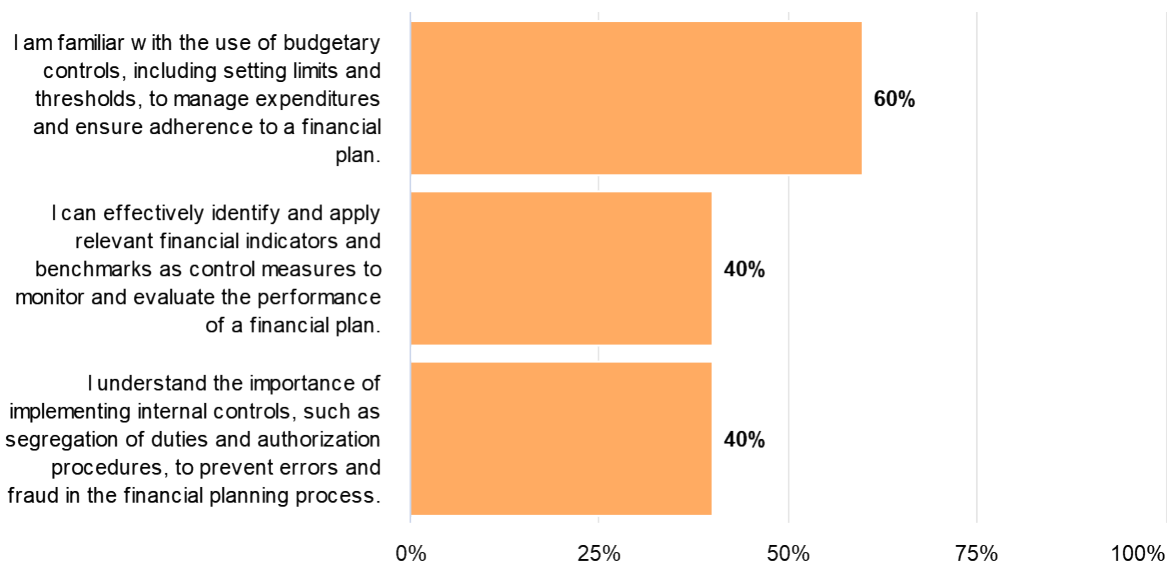
## INTERNAL CONTROLS

The Internal Control Questions module measures to what degree you possess the skills to use financial indicators and benchmarks to manage you budget.

### OVERALL SCORE

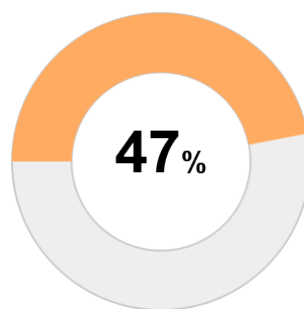


### QUESTION SCORE RANK



## INTERNAL CONTROLS SKILLS RATING

Your competency score falls within the **Moderate Range** of the sample population. While some individuals who score in this range have an acceptable level of competency, others (particularly those who score at the low end of the range) may not demonstrate these competencies at times. More in-depth understanding and continued development are encouraged.



Internal Controls

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Budgeting Success: How to Stay on Track** - is an engaging online course designed to equip students with practical strategies and tools for adhering to a budget and ensuring personal and organizational financial goals are met. This course tackles the common challenges faced when managing budgets, offering insights into effective monitoring, analysis, and adjustment techniques to keep financial plans on course. Emphasizing the importance of discipline and flexibility, the course provides learners with the skills to navigate unexpected financial situations without derailing their budgeting objectives. Ideal for individuals looking to enhance their personal finance management or professionals tasked with budget oversight responsibilities, this course promises to transform participants into adept budget managers capable of maintaining financial stability and achieving long-term financial success.

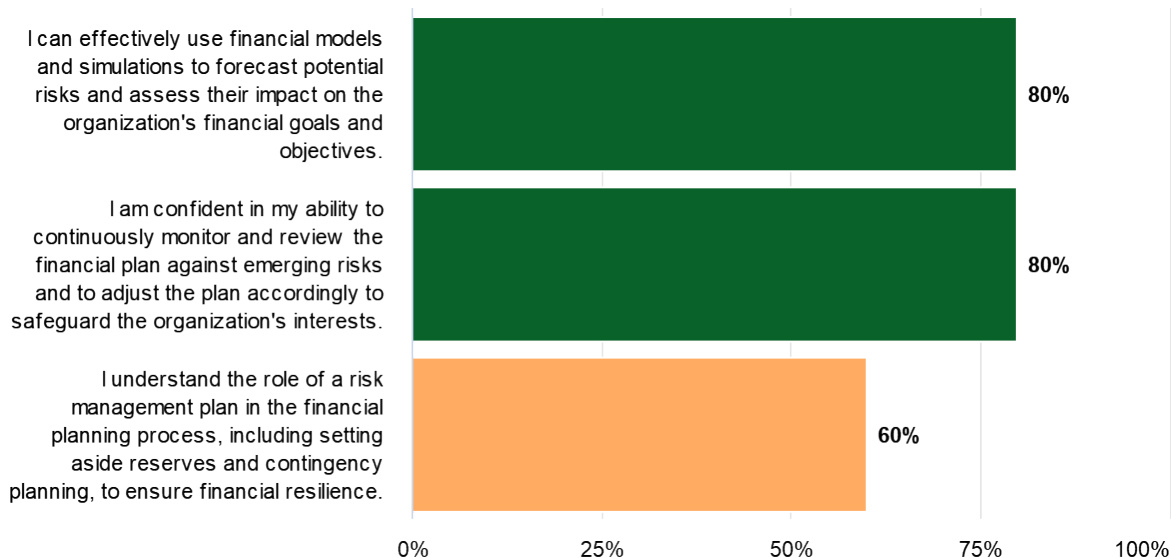
## RISK MANAGEMENT

The Risk Management questions module measures your ability to assess a complex situation and make the clear choices needed for the achievement of designated goals with acceptable risk.

### OVERALL SCORE

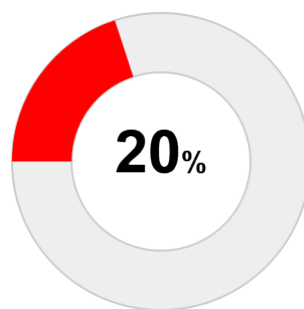


### QUESTION SCORE RANK



## RISK MANAGEMENT SKILLS RATING

Your competency score is in the **Low Range** of the sample population. There is a higher probability that individuals who score in this range may be less knowledgeable and experienced than others. This low score may be a concern for some positions. More in-depth understanding and continued development in the areas of concern are recommended.



Purchasing Decisions

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Budgetary Risk Management Essentials** -is a comprehensive online course designed to introduce students to the critical practice of identifying, assessing, and mitigating risks within the context of budget planning and execution. This course explores the various types of financial risks that organizations face, including market volatility, credit risks, operational challenges, and unforeseen expenses, and how these risks can impact a budget. Through a blend of theoretical knowledge and practical application, participants will learn strategies for developing robust risk management frameworks, incorporating risk assessments into budgetary processes, and implementing contingency plans to safeguard financial objectives. This course aims to empower participants with the skills to enhance their organization's risk preparedness and maintain financial stability in the face of uncertainty.

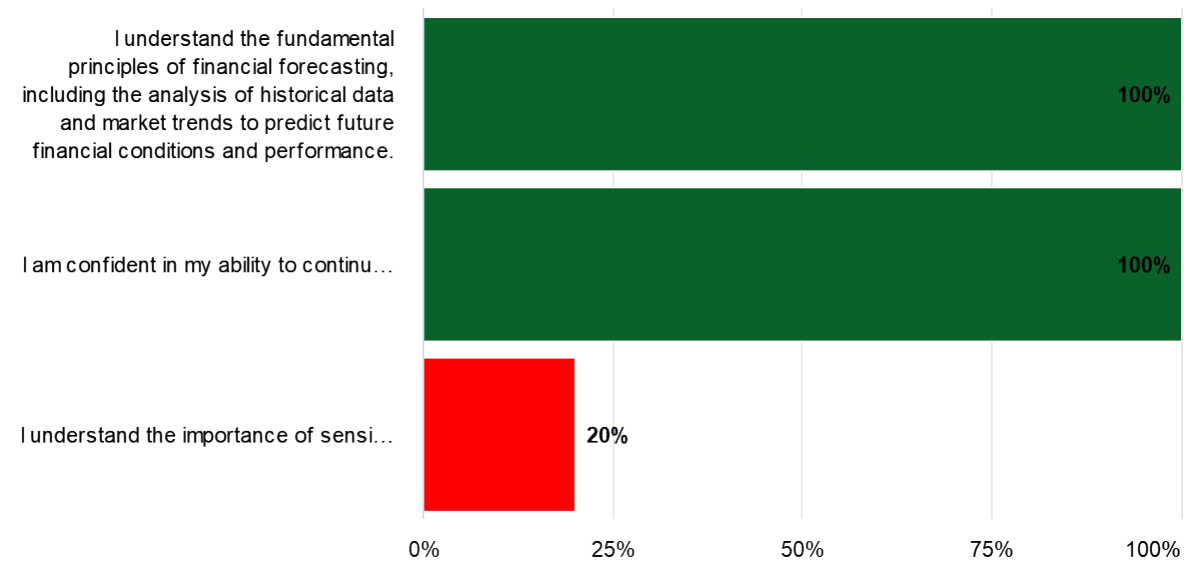
## FORECASTING

The Forecasting questions module measures the degree to which your set of financial skills combined with the longer-term needs of the organization enables you to accurately predict likely outcomes.

### OVERALL SCORE

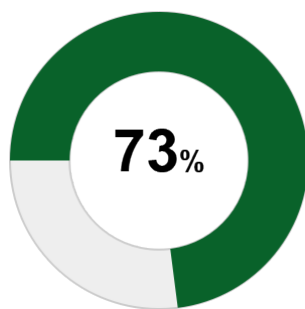


### QUESTION SCORE RANK



## FORECASTING SKILLS RATING

Your competency score falls within the **High Range** of the sample population. As a result, there is a higher probability that this area of financial competency is more developed than those individuals with lower scores. This area of business acumen is a strength for you.



Forecasting

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Budget Forecasting Essentials** – Forecasting Essentials is a comprehensive online course designed to teach students the critical skill of forecasting within the context of budgeting. This course delves into the methodologies and tools necessary for creating accurate financial forecasts that inform and align with an organization's budgeting process. Through a blend of theoretical knowledge and practical application, participants will explore various forecasting techniques, including quantitative and qualitative methods, trend analysis, and scenario planning. The curriculum emphasizes the importance of using forecasting to anticipate financial performance, manage uncertainties, and make informed strategic decisions.

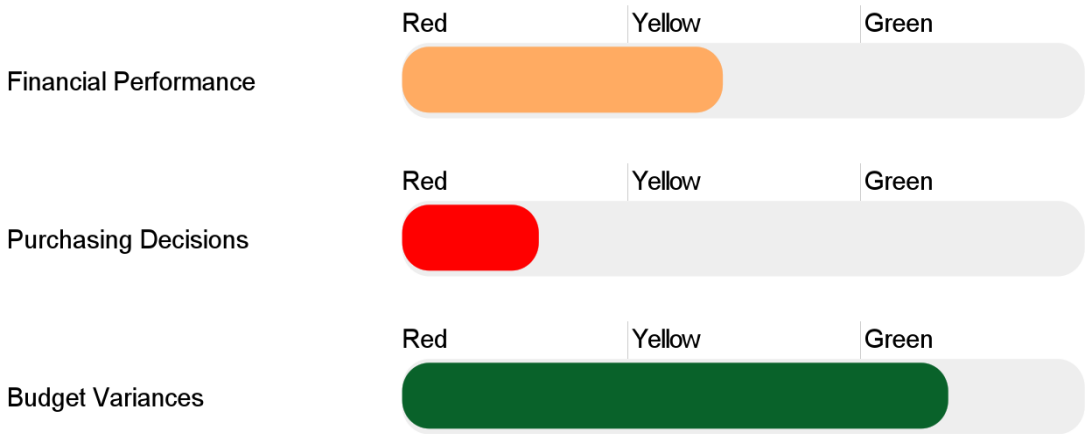
## FINANCIAL ANALYSIS

This section of the report shows your understanding of an organization's finances using benchmarks, ratios, and budget variances as guideposts.

- **Financial Performance:** Understanding financial performance is crucial for students as it provides insights into how well an organization is utilizing its resources to achieve its budgetary goals. By analyzing metrics such as profitability, efficiency, and liquidity, students can assess the effectiveness of budgetary decisions, identify areas for improvement, and drive strategic initiatives to enhance the financial health and sustainability of their organization.
- **Purchasing Decisions:** Mastery of purchasing decisions is essential for students as it directly impacts an organization's budget by influencing expenditures and resource allocation. By understanding factors such as supplier selection, negotiation strategies, and cost-benefit analysis, students can make informed purchasing decisions that optimize value, mitigate risks, and contribute to the achievement of budgetary targets while ensuring quality and operational efficiency.
- **Budget Variances:** Understanding budget variances is paramount for students as it allows them to analyze differences between planned and actual financial performance, identify underlying causes, and take corrective actions to ensure budgetary goals are met. By monitoring variances in revenues and expenses, students can pinpoint inefficiencies, implement adjustments, and improve budgeting processes to enhance financial control and accountability within their organization.

## FINANCIAL ANALYSIS

This section of your report shows development levels of competencies associated with the understanding of financial ratios and comparison of actual to planned financial measures.





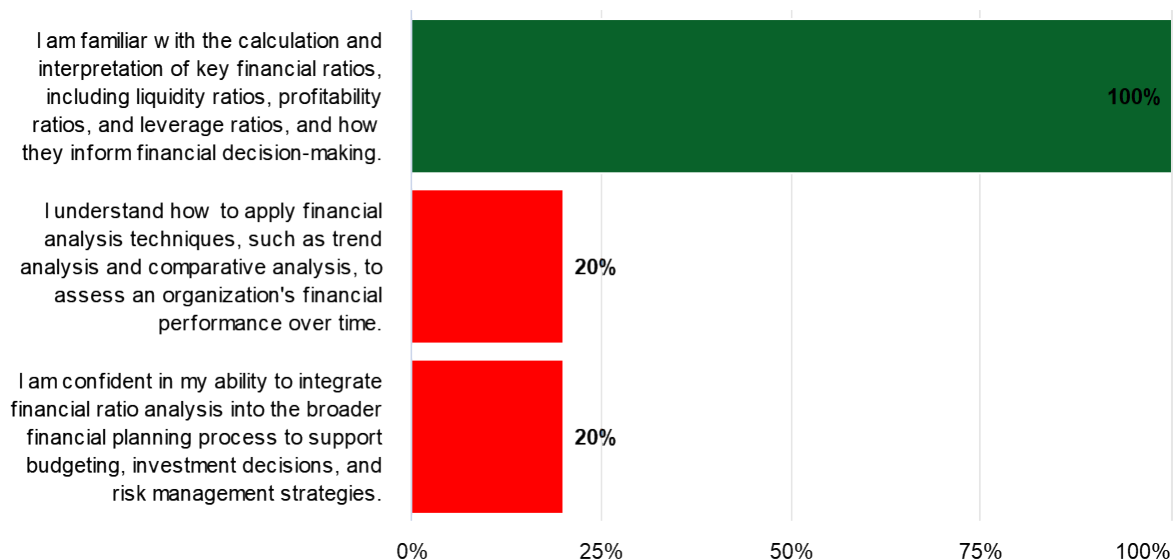
## FINANCIAL PERFORMANCE

The Financial Performance questions module measures the degree to which you can recognize the health and well-being of an organization by looking at its financial statements.

### OVERALL SCORE

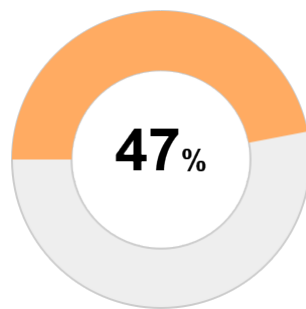


### QUESTION SCORE RANK



## FINANCIAL PERFORMANCE

Your competency score falls within the **Moderate Range** of the sample population. While some individuals who score in this range have an acceptable level of competency, others (particularly those who score at the low end of the range) may not demonstrate these competencies at times. More in-depth understanding and continued development are encouraged.



Financial Performance

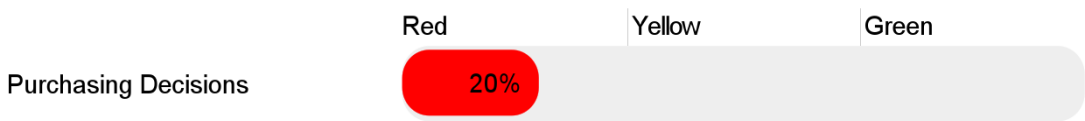
**COURSE RECOMMENDATIONS** – If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Analyzing Financial Statements** – In this course, participants will learn to craft, analyze, and adjust budgets in a way that aligns with strategic financial goals, driving profitability and growth. Through a combination of theoretical frameworks and practical applications, the course covers key concepts such as variance analysis, performance metrics, and forecasting techniques. Students will engage in interactive exercises to understand the dynamic relationship between budget management and financial performance indicators like cash flow, profit margins, and return on investment. This course equips learners with the skills to make informed decisions that enhance financial outcomes and achieve organizational objectives.

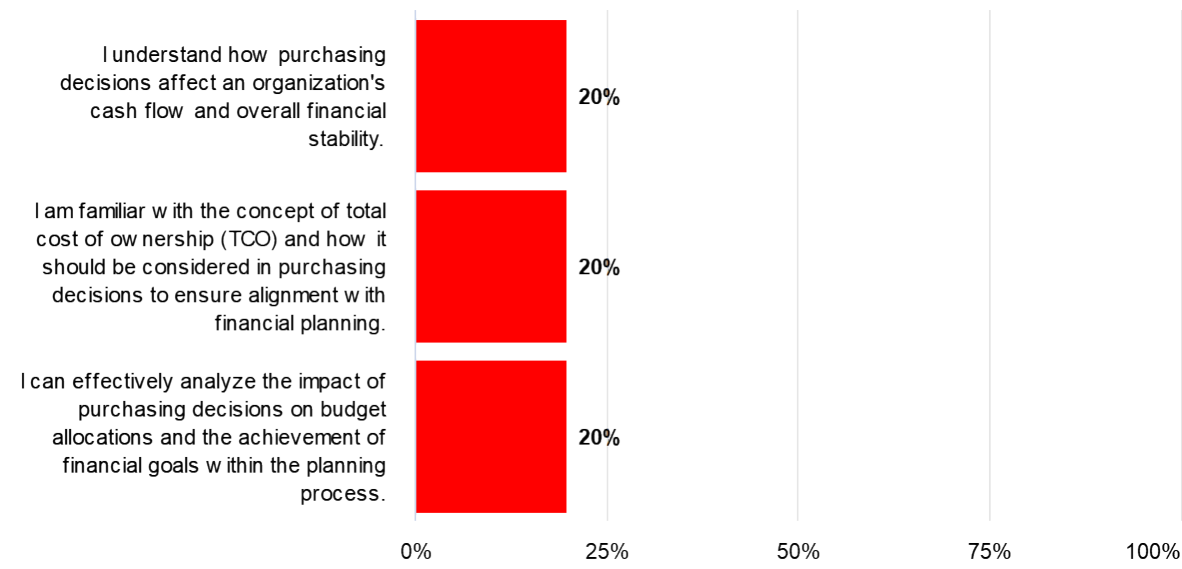
## PURCHASING DECISIONS

The Purchasing Decision questions module measures the degree to which you can determine a payback period and decide whether to purchase or lease an asset.

### OVERALL SCORE

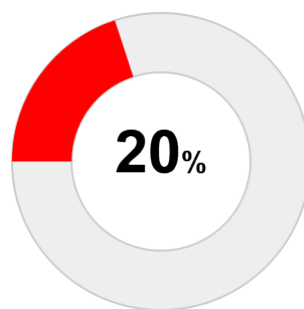


### QUESTION SCORE RANK



## PURCHASING DECISIONS

Your competency score is in the **Low Range** of the sample population. There is a higher probability that individuals who score in this range may be less knowledgeable and experienced than others. This low score may be a concern for some positions. More in-depth understanding and continued development in the areas of concern are recommended.



Purchasing Decisions

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Making Smart Purchasing Decisions** – This is an engaging online course designed to empower individuals with the knowledge and tools necessary to make informed and strategic purchasing decisions. This course navigates through the complexities of procurement strategies and cost-benefit analysis, ensuring participants can identify value, minimize risks, and optimize spending. Ideal for anyone looking to enhance their financial literacy and decision-making skills, this course offers a comprehensive guide to spending wisely and achieving greater financial discipline and efficiency.

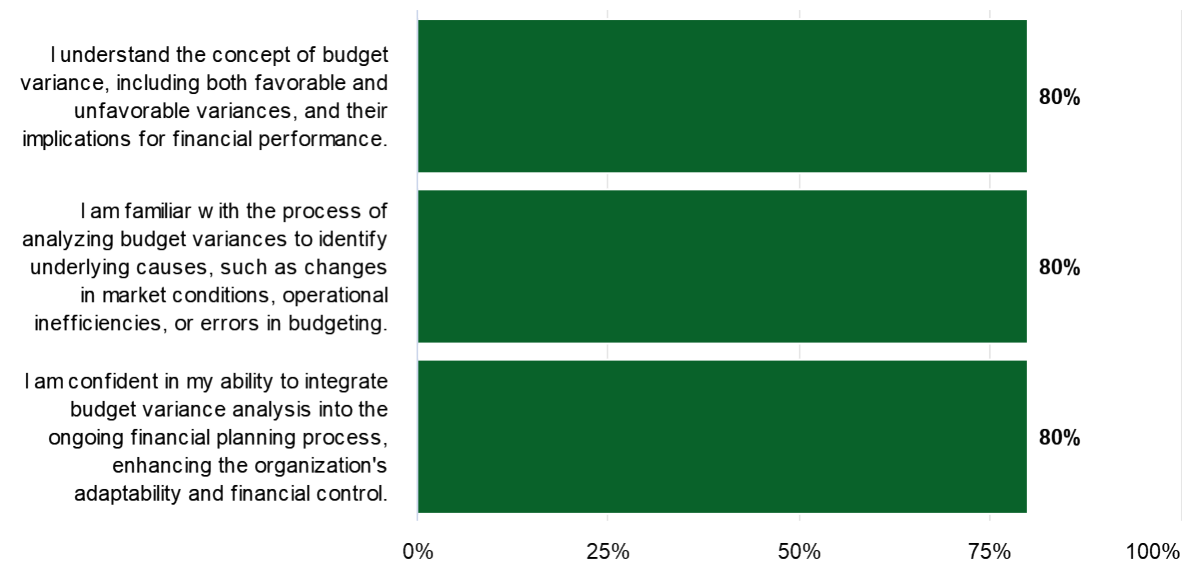
## BUDGET VARIANCES

The Budget Variances questions module measures the degree to which you can compare a planned budget to actual results and explain the differences observed between the two.

### OVERALL SCORE

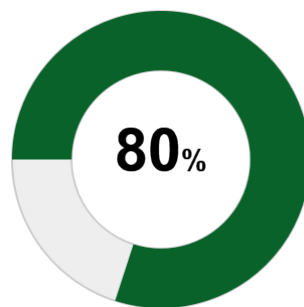


### QUESTION SCORE RANK



## BUDGET VARIANCES

Your competency score falls within the **High Range** of the sample population. As a result, there is a higher probability that this area of financial competency is more developed than those individuals with lower scores. This area of business acumen is a strength for you.



Budget Variances

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Budget Management: Ensuring You're on Track** - is an essential online course designed for professionals eager to master the art of staying aligned with their budgeting goals. This course provides a comprehensive guide on how to effectively monitor and evaluate your budget to ensure financial objectives are being met. Participants will learn to use key performance indicators (KPIs), variance analysis, and forecasting techniques to assess their current financial status against planned objectives. The curriculum emphasizes the importance of regular budget reviews, adjustments based on performance data, and strategic decision-making to address any discrepancies. By the end of the course, students will be equipped with the tools and knowledge necessary to assess their budgeting progress confidently, make informed financial decisions, and keep their financial plans on course towards achieving their desired outcomes.

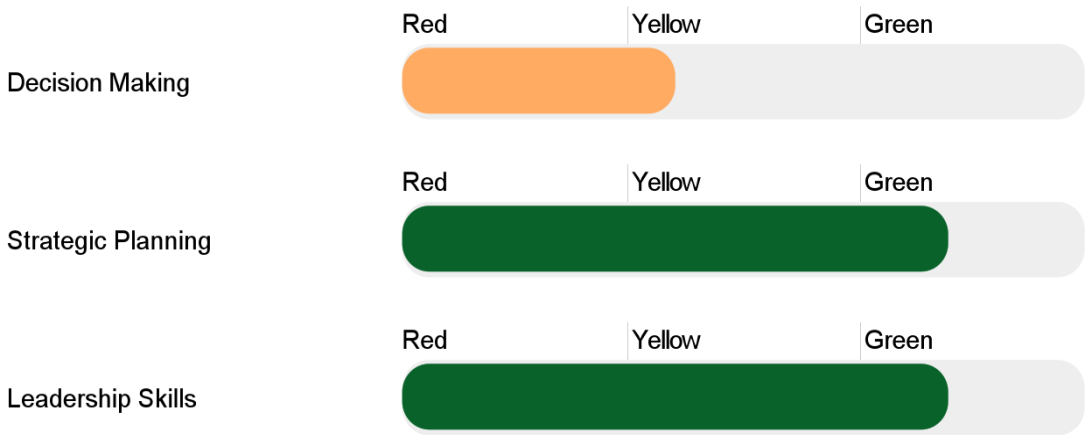
## CRITICAL THINKING

This section of the report measures your ability to see the big picture, make the right decision, and lead others to achieve the desired outcome.

- **Decision Making:** Understanding decision-making is crucial for students as it directly influences the allocation of resources within an organization's budget. By mastering decision-making processes, students can make informed choices that align with strategic objectives, optimize resource utilization, and contribute to the financial health and long-term success of their organization.
- **Strategic Planning:** Mastery of strategic planning is essential for students as it guides the development of budgets aligned with organizational goals and priorities. By integrating financial considerations into strategic plans, students can anticipate future challenges, seize opportunities, and proactively manage resources to achieve sustainable growth and competitive advantage for their organization.
- **Leadership Skills:** Understanding leadership skills is paramount for students as effective leadership fosters a culture of accountability, innovation, and collaboration in budget management. By cultivating leadership abilities such as communication, delegation, and team-building, students can inspire others to contribute their best to budgetary processes, drive organizational performance, and achieve shared financial objectives.

## CRITICAL THINKING

This section of your report shows development levels of competencies associated with aligning your efforts to the overall goals of the organization.





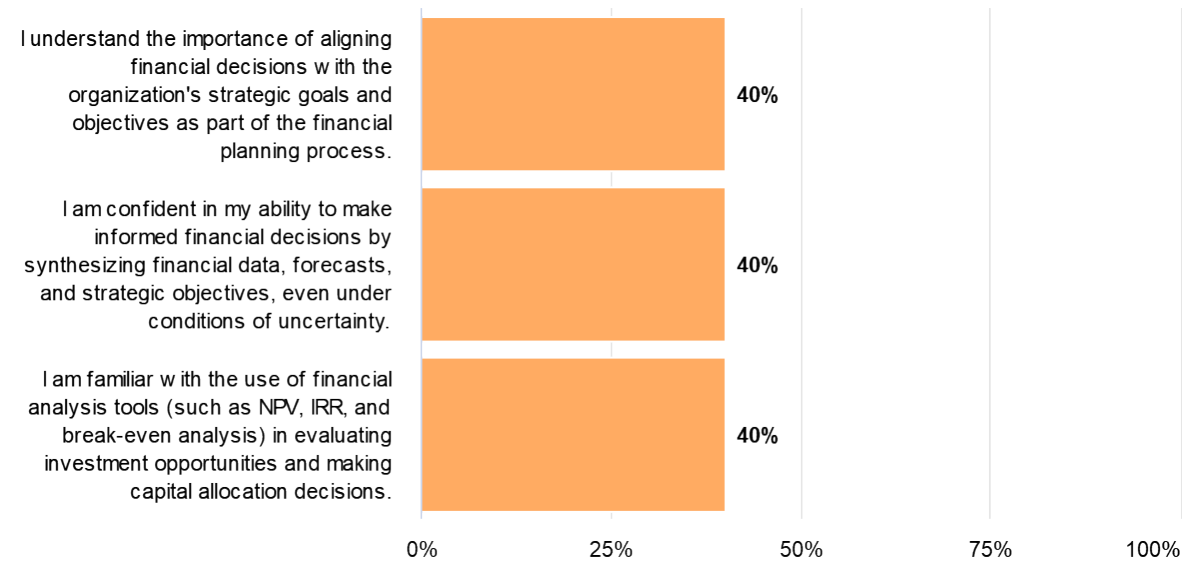
## DECISION MAKING

The Decision-Making questions module guides learners through the critical thinking and analytical skills necessary for evaluating financial information, forecasting future needs, and making budgetary decisions that align with organizational goals.

### OVERALL SCORE

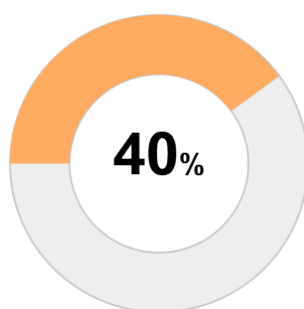


### QUESTION SCORE RANK



## DECISION MAKING RATING

Your competency score falls within the **Moderate Range** of the sample population. While some individuals who score in this range have an acceptable level of competency, others (particularly those who score at the low end of the range) may not demonstrate these competencies at times. More in-depth understanding and continued development are encouraged.



Decision Making

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Making the Decision** – This course is designed to equip students with a deep understanding of the core principles and methodologies behind effective decision-making processes. This course explores a wide range of topics, including the psychological biases that affect decision-making, the importance of critical thinking, the role of data analysis, and the strategic application of decision-making models in both personal and professional contexts. Through a blend of theoretical insights and practical exercises, participants will learn to navigate complex decision-making scenarios with confidence, apply logical and creative thinking skills to solve problems and make well-informed decisions that lead to optimal outcomes.

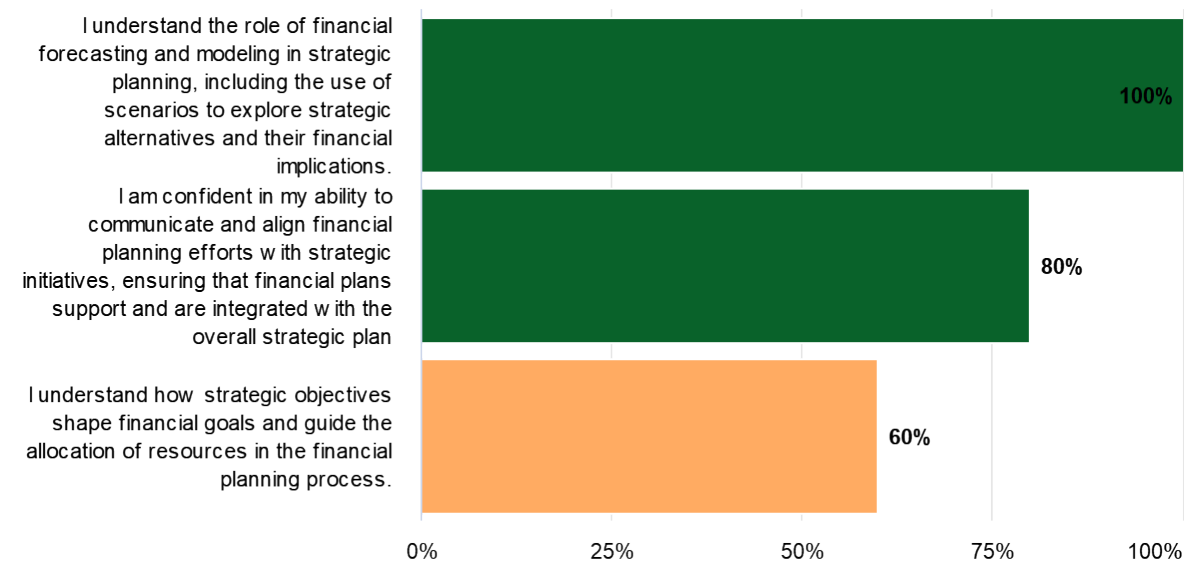
## STRATEGIC PLANNING

The Strategic Planning questions module measures the degree to which you are able to develop and implement effective strategies to achieve organizational goals, blending theoretical frameworks with practical tools and real-world situations.

### OVERALL SCORE

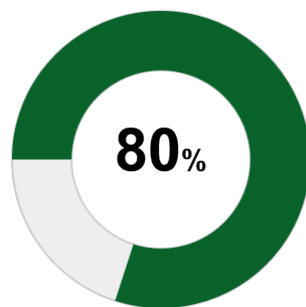


### QUESTION SCORE RANK



## STRATEGIC PLANNING SKILLS RATING

Your competency score falls within the **High Range** of the sample population. As a result, there is a higher probability that this area of financial competency is more developed than those individuals with lower scores. This area of business acumen is a strength for you.



Strategic Planning

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Strategic Planning Master** – This course is designed to provide participants with a thorough understanding of the strategic planning process, from conception to execution. It covers essential techniques for environmental scanning, SWOT analysis, setting strategic goals, and developing actionable plans to achieve these objectives. Students will learn how to craft strategies that are both ambitious and achievable, ensuring their organization can navigate the complexities of the modern business environment successfully.

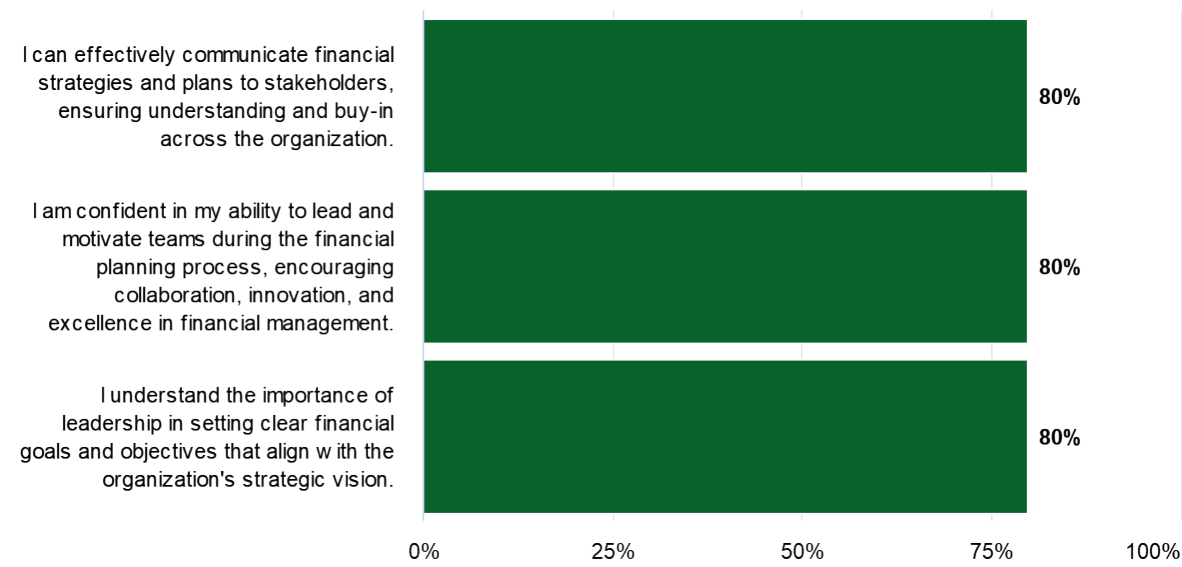
## LEADERSHIP SKILLS

The Leadership Skills questions module measures the degree to which you are able to lead others in the development and execution of your financial objectives.

### OVERALL SCORE

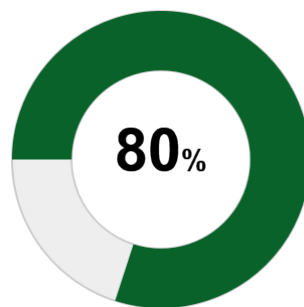


### QUESTION SCORE RANK



## LEADERSHIP SKILLS RATING

Your competency score falls within the **High Range** of the sample population. As a result, there is a higher probability that this area of financial competency is more developed than those individuals with lower scores. This area of business acumen is a strength for you.



Leadership Skills

**COURSE RECOMMENDATIONS** - If you are looking to improve your proficiency in this competency, below is a suggested online course to consider.

- **Leadership for Financial Success** - A specialized online course tailored to equip leaders with the leadership skills necessary to achieve and surpass financial goals within their organizations. This course bridges the gap between leadership theory and financial acumen, offering a deep dive into how effective leadership practices can directly influence and drive financial performance. Through a curriculum that includes goal setting, financial planning, budget management, and team motivation, participants will learn to apply leadership principles in ways that enhance financial outcomes. This course is ideal for leaders at all levels who aim to leverage their leadership capabilities to secure financial success and sustainability for their organizations.

### **Important Note About Exploring This Report.**

- Results are a snapshot in time and represent the beginning of your career growth and development journey.
- There are no good or bad scores, just a framework to establish goals to meet your career objectives.

The key is to identify where you are now, where you want to be, and what training and tools it will take to get there.

### **What Works?**

- Define your career objectives and summarize where you are now and what skills need to be developed.
- Create a roadmap for what skills you want to develop, including the courses needed and a schedule for completing them.
- Commit to your personal development and act on your plan.

### **What Doesn't Work?**

- Not starting or giving up.
- Getting more information. Information may help to change your attitude and intention, but more information without training does not change behaviors.
- Putting off the more challenging training or real areas for growth and development opportunities.

### **Ready to Take Action? Turn the Page.**



## Small Steps Lead to Big Results

You are only a few small steps away from making progress.

What financial skills do I currently excel in at work?

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What financial skills do I need to develop?

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What financial training should I take to develop these skills?

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