



HOW TO BUILD AN ELITE TREASURY CONSULTING TEAM

CREATE A LEGACY OF EXCELLENCE IN TREASURY
CONSULTING

TEAM MISSION AND VISION

To build an elite team, a mission and a clear vision are both required that sets the direction and inspires

The Mission

To provide best-in-class treasury solutions using agility, meticulousness, and resilience, to dominate the market space.

The Vision

To be the go-to treasury consulting team for businesses seeking innovative, reliable, and transformative treasury strategies.

To be 'known' in the market; i.e. to be the first and only treasury team that comes to the mind of executives when they have a problem.

TEAM CORE VALUES

Core values are ethics or ideals that help guide the team

- **Resilience:** Adapt and thrive under pressure. Prioritise and execute, even when under severe stress.
- **Excellence:** Continuously improving, taking responsibility, and managing risk; delivering superior results.
- **Teamwork:** Collaborate and build mutual trust. Take ownership and cover for each other.
- **Integrity:** Honesty, transparency, and ethics in every action. Do the right thing, even when no-one is watching.
- **Courage:** Knowing what is right and having the bravery to do it.
- **Discipline:** Doing things properly and setting a good example.
- **Loyalty:** A personal commitment to the team earned through professionalism, humility, and integrity.

INSTIL A HIGH-PERFORMANCE CULTURE

Adoption of a high-performing culture is crucial to achieving the mission

- **Accountability:** Establish clear goals with performance reviews conducted regularly.
- **Empowerment:** Grant autonomy operating a decentralised command structure to foster ownership and responsibility.
- **Recognition:** Celebrate achievements to encourage morale and commitment.
- **Best Practices:** Develop a reference repository of successful case studies, resources, and solutions.
- **Key Action:** Cultivate a "fail-forward" mindset, learning from challenges and setbacks without blame.
- **Key Action:** Regularly evaluate and update resources to ensure the team operates at the cutting edge of industry standards.

RECRUIT, TRAIN, AND DEVELOP

Need the right team, with the right strategy, to win

Recruitment

- **Target Profiles:** Exceptional expertise in treasury, risk, and corporate finance; perseverance and adaptability.
- **Selection Process:** Use CVs, background, personal desires, case studies, simulations, and high-pressure tasks.
- **Diversity:** Foster creativity with varied experiences and perspectives.
- **Key Action:** Actively seek and utilise candidates that have a proven ability to handle ambiguity and pressure, as well as strong communication and relationship building skills.

Training and Development

- **Intensive Onboarding:** Combine technical training with leadership workshops to ensure alignment with team goals.
- **Simulations:** Implement real-world high-stakes scenarios to sharpen problem-solving skills and resilience.
- **Continuous Learning:** Regular training updates to keep up with industry changes and ensure mastery.
- **Mentorship:** Pair junior consultants with experienced leaders to foster growth and knowledge sharing.

NETWORK, BUILD THE BRAND, AND MEASURE SUCCESS

Build internal and external relationships, based on trust and reliability

- **Network:** Cultivate relationships both with internal teams and external businesses, as well as thought leaders in treasury, finance, and risk.
- **Brand:** Enhance visibility through research articles, webinars, and conference participation.
- **Key Action:** Position the team as thought leaders by consistently contributing to industry discussions and publications, including ACT events, industry magazines, and LinkedIn activity.

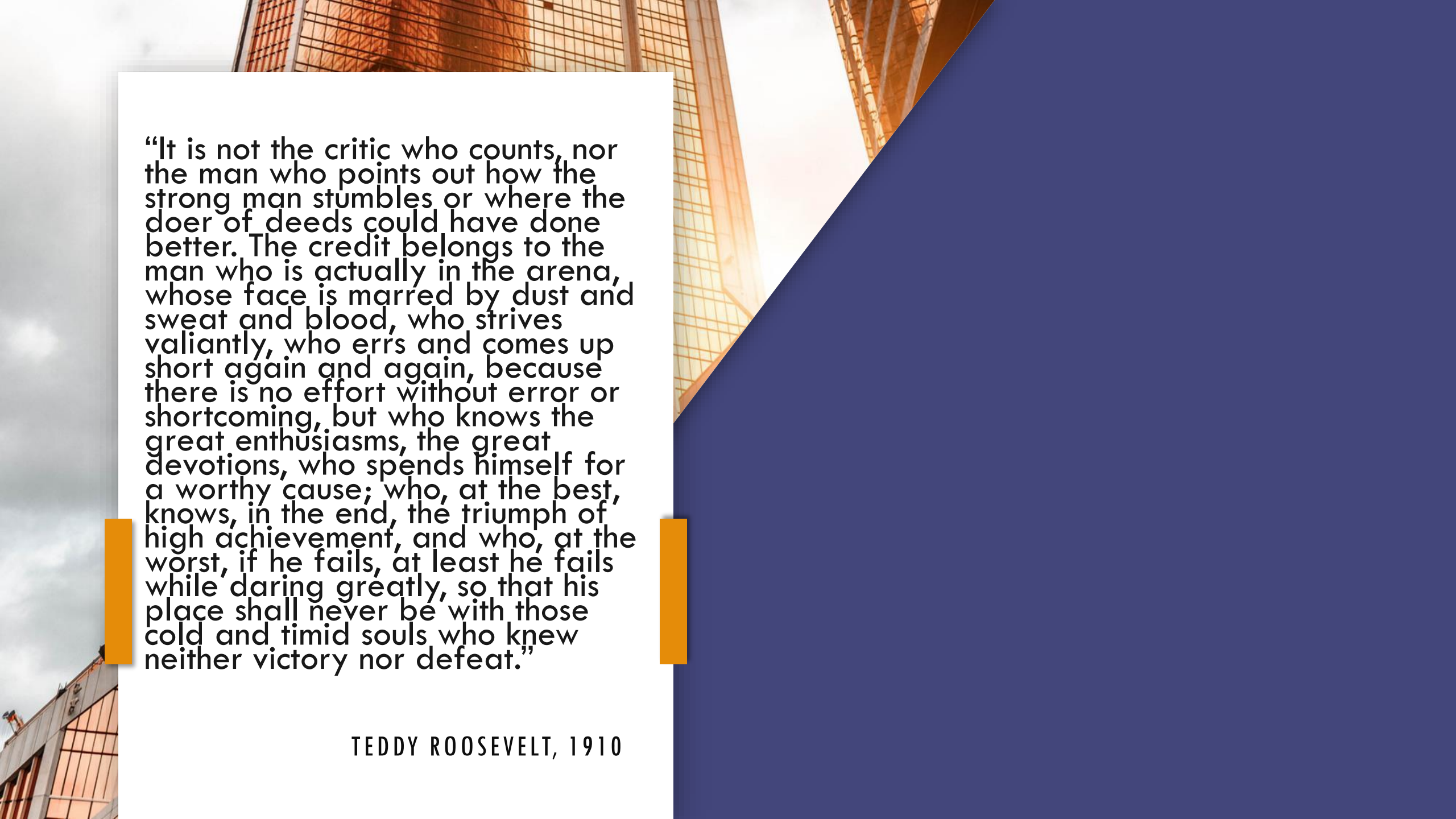
Measuring Success

- **KPIs:** Evaluate client satisfaction, the success rate of implemented solutions, and impact delivered.
- **Utilise feedback Loops:** Conduct regular reviews and feedback sessions to identify areas for improvement.
- **Key Action:** Use regular meetings and discussions to share information and ensure continuous improvement.

LEADERSHIP

A mentor, guide, and sponsor are critical to the team's success

- **Lead by Example:** Demonstrate resilience, dedication, and a commitment to excellence in every action. Take full ownership but allow for decentralised command.
- **Transparency:** Maintain open and honest communication to build trust and encourage collaboration. Leaders tell the truth, with humility.
- **Support:** Actively mentor and guide team members to foster growth and innovation.
- **Cultural Trait:** Promote a "service-first" mindset, ensuring the team serves clients' best interests.



“It is not the critic who counts, nor the man who points out how the strong man stumbles or where the doer of deeds could have done better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly, who errs and comes up short again and again, because there is no effort without error or shortcoming, but who knows the great enthusiasms, the great devotions, who spends himself for a worthy cause; who, at the best, knows, in the end, the triumph of high achievement, and who, at the worst, if he fails, at least he fails while daring greatly, so that his place shall never be with those cold and timid souls who knew neither victory nor defeat.”

TEDDY ROOSEVELT, 1910