

Leadership & Management Development



3.7 Finance for Non-Financial Managers

The programmes within this Management and Leadership pillar are not “off-the-shelf” courses. They are designed as a menu of development options that can be combined, adapted and shaped to reflect what is really happening in the day-to-day reality of managing people and performance. What is often framed as a need to “upskill managers” typically reveals a deeper challenge – clarity of role, consistency of behaviour, confidence in decision-making or the ability to lead through uncertainty.

These outlines are therefore best read as catalysts for discussion – prompts to help you reflect on how management is currently experienced across your organisation and what kind of development will genuinely change how people lead, support and hold others to account. In practice, the most effective solutions often draw on complementary elements from across our other pillars – Communication, Personal Development, Business Development and Senior-Level Leadership and Talent Development. Every intervention we deliver is built in partnership with you, around your culture, your people and the outcomes you need to achieve.

Course Overview

Financial understanding is essential for informed decision-making and for managers to contribute effectively to business performance. This practical one-day programme provides the core financial knowledge required to read financial information with confidence and communicate clearly with finance professionals.

Participants will learn how to interpret financial statements, prepare and review budgets and apply financial insights to guide choices that support organisational objectives.

Who Should Attend

Managers, supervisors and professionals who:

- Contribute to budgeting or operational financial reporting
- Require financial insight to support decision-making
- Need confidence when interacting with finance specialists

Relevant across all sectors where financial accountability and performance outcomes are required.

Context

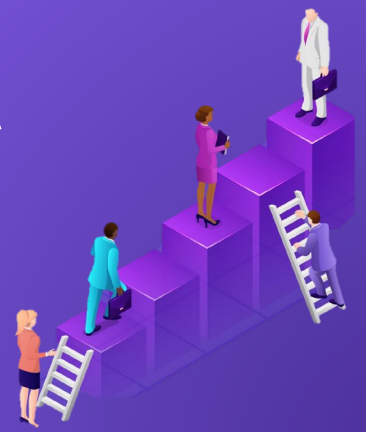
Leaders are accountable for the financial implications of their decisions, even when they do not come from a finance background. Without a clear understanding of financial information, leaders can struggle to prioritise effectively or justify investment.

At Expleo we help managers develop the financial fluency needed to contribute confidently to commercial discussions. This programme provides practical tools to interpret financial data, manage budgets and support decisions that strengthen organisational performance.

How Certification is Earned

Upon successful completion of this course, participants will be awarded a certificate of attendance from Expleo Academy.

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Course Objectives

By the end of this programme participants will be able to:

- Interpret core financial statements and performance indicators
- Understand budgeting principles and operating within financial plans
- Apply financial ratios to assess performance
- Distinguish key cost classifications and their influence on profitability
- Recognise the value of capital investment evaluation
- Use financial information to contribute to confident decision-making

Course Outline

1. Foundations of Financial Literacy

- Why financial insight is critical for managers
- Common financial terminology and its application

2. Understanding Financial Statements

- Income Statement, Balance Sheet and Cash Flow Statement
- Assessing organisational performance and position

3. Budgeting and Financial Planning

- The budgeting cycle and its objectives
- Reviewing and contributing to departmental budgets

4. Financial Performance Indicators

- Key ratios and their interpretation
- Assessing trends and improvement opportunities

5. Costs, Profitability and Value

- Cost behaviour and classification
- Impact on pricing, margin and business outcomes

6. Investment and Capital Decisions

- Evaluating financial viability of business initiatives
- Supporting strategic choices with robust data

Training Methodology

A practical and confidence-building approach including:

- Case study review of financial information
- Group exercises to apply concepts
- Facilitator coaching and discussion
- Tools to translate numbers into meaningful business insights

Participants leave with improved financial understanding to contribute effectively to operational and strategic decisions.

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