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COURSE BROCHURE

Advanced Finance Function Capability and Academy Design Training Course

8 – 19 March 2027
Dar es Salaam

jupiterprime.uk

info@jupiterprime.uk

Registered in the United Kingdom and Saudi Arabia

Advanced Finance Function Capability and Academy Design Training Course

Ref: 554_20502 **Date:** 8 – 19 March 2027 **Location:** Dar es Salaam **Fees:** 9500 GBP

Finance Function Capability and Academy Design is a 2-week advanced training course for finance learning leads, L&D managers and finance function heads, and each participant drafts a finance academy blueprint that maps technical, analytical and digital skills to every finance role. Automation of transactional accounting and steady changes to reporting standards are reshaping what accountants must know. Jupiter Prime Training built the course around the choices a finance leader makes when building an in-house academy.

Why Finance Function Capability and Academy Design Matter Now

Three forces are changing what accountants need to master: automation and analytics absorb routine bookkeeping and reconciliation work, reporting under International Financial Reporting Standards IFRS keeps evolving and demands recurring technical briefings, and business leaders expect finance staff to advise rather than process. Finance functions that build capability through a structured academy close skill gaps before they surface in late closes or audit findings, and keep promising accountants; those that rely on ad hoc courses face errors, turnover and a function stuck in transaction work. The course rests on competency frameworks for finance roles, evidence-based skills gap diagnosis and multi-level measurement of academy results.

Who Gains Most from Finance Function Capability and Academy Design

- Finance function heads who decide where development budget and time will go
- Learning and development specialists who support finance and accounting departments
- Controllers and finance managers who coach accountants and plan role rotations
- Finance academy and technical training leads who run IFRS and system update sessions
- Human resources business partners who manage finance talent and succession

A finance leadership team that attends with its learning and development partner gains most, because the plan needs both technical judgement and design skill.

Finance Function Capability and Academy Design Capabilities

Participants learn to treat finance skills as a portfolio, built through an academy structure, measured against finance results and renewed as standards and systems change.

- Build a finance competency framework covering technical accounting, analysis, systems and advisory skills — finance leadership priorities
- Assess skill gaps through role profiles, self-assessment and audit or close evidence — development budget decisions
- Design blended learning paths for accountants, analysts and controllers — line managers and learners
- Specify an organised calendar of technical updates, rotations and coaching — finance operations planning
- Calculate return on training using error rates, close time and audit findings — chief financial officer investment choices
- Communicate an academy blueprint with curricula, owners and measures — executive and human resources stakeholders

Key Finance Function Capability and Academy Design Terms

- Finance Competency Framework — a structured list of the knowledge, skills and behaviours each finance role needs, with proficiency levels.
- Training Needs Analysis — a systematic comparison of required and current skills that identifies who needs which development and why.
- Blended Learning Path — a planned sequence combining classroom, digital, on-the-job and coaching activities to build one capability.
- Continuing Professional Development CPD — the ongoing learning accountants undertake to keep technical knowledge and professional judgement current.
- Role Rotation — moving staff through planned assignments in different finance areas to broaden skills and prepare successors.
- Return on Training — the measured benefit of a development activity compared with its full cost, including staff time.

Finance Function Capability and Academy Design Day by Day

Day 1: The Changing Finance Skills Landscape

- Finance Operating Model Shifts From Processing to Advisory — Future Skill Demand
- Automation and Analytics Impact on Accounting Roles — Roles to Reskill
- Reporting Standard Changes Under IFRS — Recurring Technical Update Needs
- Finance Talent Market and Retention Risks — Development as Retention Lever
- Case Comparisons From Energy and Retail Finance Functions — Capability Lessons

Day 2: Finance Competency Frameworks

- Technical Accounting and Reporting Competencies — Proficiency Levels by Role
- Analytical and Business Partnering Competencies — Advisory Readiness
- Systems and Data Competencies for Finance — Digital Fluency Targets
- Behavioural and Ethical Competencies — Professional Judgement Standards
- Role Profiles for Accountants, Analysts and Controllers — Clear Expectations

Day 3: Training Needs Analysis for Finance

- Skills Gap Assessment Methods — Evidence-Based Development Priorities
- Audit Findings and Close Error Analysis — Performance-Linked Needs
- Self and Manager Assessment Surveys — Individual Development Profiles
- Critical Role and Succession Mapping — Risk-Weighted Priorities
- Needs Analysis Report — Agreement With Finance Leadership

Day 4: Learning Design for Accountants

- Learning Objectives Written in Finance Terms — Measurable Skill Targets
- Case-Based Design Using Real Ledger and Reporting Scenarios — Workplace Relevance
- Microlearning for Standards and System Updates — Just-in-Time Knowledge
- Simulation of Month-End and Audit Situations — Safe Practice
- Assessment Design for Technical Skills — Verifying Proficiency

Day 5: Blended Paths and Delivery Choices

- Classroom, Virtual and Self-Paced Mix — Fit to Finance Calendars
- On-the-Job Assignments and Stretch Projects — Applied Learning
- Coaching and Mentoring by Senior Accountants — Knowledge Transfer
- Learning Platforms and Content Libraries — Scalable Access
- External Courses and Professional Body Resources — Buy or Build Choices

Day 6: Finance Academy Structure and Governance

- Academy Operating Models Centralised or Federated — Ownership Across Divisions
- Curriculum Architecture by Role and Proficiency Level — Coherent Learning Tracks
- Academy Calendar Around Close and Audit Peaks — Realistic Scheduling
- Academy Budget and Resourcing Model — Prioritising Scarce Funds
- Faculty Model Using Senior Accountants and External Experts — Delivery Quality

Day 7: Continuing Professional Development and Technical Updates

- CPD Planning and Recording — Keeping Knowledge Current
- IFRS Update Sessions and Impact Briefings — Readiness for Standard Changes
- Technical Knowledge Bases and Accounting Manuals — Consistent Treatments
- Internal Communities of Practice — Peer Learning in Finance
- Knowledge Retention When Experts Leave — Continuity Safeguards

Day 8: Evaluating Training Results

- Reaction and Learning Measures — Immediate Course Feedback
- Behaviour Change Observation in Finance Work — Applied Skill Evidence
- Business Results Such as Close Time and Error Rates — Performance Impact
- Return on Training Calculation — Investment Justification
- Evaluation Dashboards for Finance Leadership — Ongoing Visibility

Day 9: Sustaining Capability and Careers

- Transfer of Learning Support From Line Managers — Skills Used on the Job
- Individual Development Plans for Finance Staff — Personal Growth Paths
- Career Ladders From Accountant to Controller — Visible Progression
- Succession Pipelines for Critical Finance Roles — Leadership Continuity
- Recognition and Retention Links — Keeping Developed Talent

Day 10: Practising the Finance Academy Blueprint

- Competency Framework Draft for Own Finance Function — Role Expectations
- Prioritised Skills Gap Summary — Academy Focus Areas
- Curriculum Tracks and Annual Academy Calendar — Learning Schedule
- Evaluation and Return on Training Measures — Success Criteria
- Finance Academy Blueprint Completion — Presentation to Finance Leadership

Applying Finance Function Capability and Academy Design After the Course

- Run a skills gap assessment for one finance team using role profiles and recent close and audit evidence, then agree three development priorities with its manager.
- Pilot one academy track for an IFRS or system update and measure its effect on error rates over the next close.

Finance Function Capability and Academy Design Questions FAQ

What is finance function capability and academy design and why does it matter now?

Finance function capability and academy design is the structured building of technical, analytical, digital and advisory skills through an in-house finance academy. It matters now because automation is reshaping accounting roles and reporting standards keep evolving, so ad hoc courses no longer keep finance teams current.

Which roles gain most from finance function capability and academy design?

Finance function heads, learning and development specialists, controllers, finance academy leads and human resources business partners gain most. You benefit most if you plan, fund or run development for accountants, analysts or controllers.

How does finance function capability and academy design differ from a general training management course?

It applies learning methods to the specific roles, standards and calendars of finance. A general training management course covers the learning function broadly; this one designs finance competency frameworks, academy curricula, technical update cycles and measures tied to close and audit results.

What will I bring back from finance function capability and academy design?

You bring back a finance academy blueprint: a competency framework, a prioritised skills gap summary, curriculum tracks with an annual calendar and evaluation measures that show finance leadership what the academy will achieve.

Finance Function Capability and Academy Design: The Way Forward

The finance academy blueprint first informs the next development budget round, where the finance head approves curricula and the learning partner schedules them around close and audit peaks. Line managers then use it to set individual development plans. After the first academy year, revisit whether the competency levels still match roles reshaped by automation, and retire tracks that no longer improve finance results.