



Transitioning technical workers into business leaders

David Boyar

A photograph of two young women with blonde hair, seen from the chest up, engaged in conversation outdoors at night. The woman on the left is in profile, looking towards the right, and is wearing a dark jacket with a light-colored fur collar. The woman on the right is facing her, also in profile, and is wearing a dark jacket. The background is dark and out of focus, showing some green foliage and a hint of a city light. The text 'Take a few moments to CONNECT with your neighbour' is overlaid on the right side of the image in a white, sans-serif font.

**Take a few moments
to **CONNECT** with
your neighbour**

#QBConnect | WiFi: QBConnect Password not required



David Boyar

Founder Sequel CFO and MD

He is a co-founder and Vice President of the Virtual CFO Association.

@DavidBoyar

Day 1



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Scalable Virtual CFO Business

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**See the young woman
baking pies**

**See the young woman
start a business
baking pies**

**See the young woman
become an old woman**

Accountant?



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Why Now





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Growth Mindset





Fixed Mindset

Growth Mindset

Challenges

Avoid Challenges

Embrace Challenges

Obstacles

Give Up Easily

Persist in the face of setbacks

Effort

See Effort as Fruitless

See effort as the path to mastery

Criticism

Ignore useful negative feedback

Learn from criticism

Success of Others

Feels Threatened By the Success of Others

Find lessons and inspiration in the success of others

Plateau early and achieve less than their full potential

Higher levels of achievement
greater sense of free will

**There's no pathway that shows the rewards
for getting out of your comfort zone.**

**Doing it well, is about taking chance and
making good decisions.**





The Activators:

- Curious
- Recognise change happens with action
- More comfortable with uncertainty and take calculated risks acknowledging they'll learn more through doing than thinking
- They assess based on value of the potential outcome rather than cost, willing to invest and commit to action to accelerate results





The Procrastinators:

- Intelligent people who doubt themselves
- Programmed to avoid taking risks
- Seek certainty of outcome before committing to act
- Fear failing and so continue to gather more and more data



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The Know-It-Laters

- Stuck in comfort zones but believe they are not
- Have an ego around what they 'know' so talk a lot about it
- Don't really listen and only hear what affirms they already know
- Lack openness to new thinking because they have a fixed mindset based on what they already know





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What does a business look like?





Physical Office

Layout

Position Descriptions

Role of Admin

Learning Environment





Digital Office

Work Flow Management

Compliance

External Communication

Document Collaboration

Global Talent



SCALE YOUR WORK WITH A TECH STACK

Find work
Win Work
Do Work
Enjoy Work
Keep work safe



Tech Adoption

Internal Communication

Change Management

Staff Buy In

Stakeholder Buy In

Support Network



“

If you will it, it is no dream;
And if you do not will it,
A dream it is and a dream it will stay

Theodor Herzl



Lead

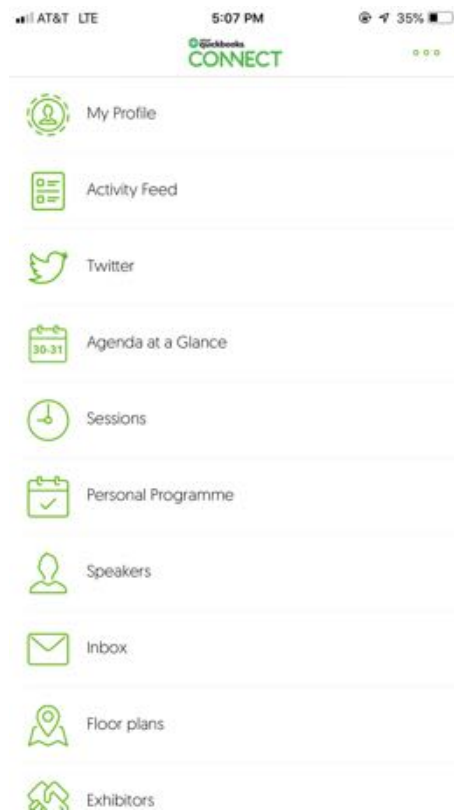


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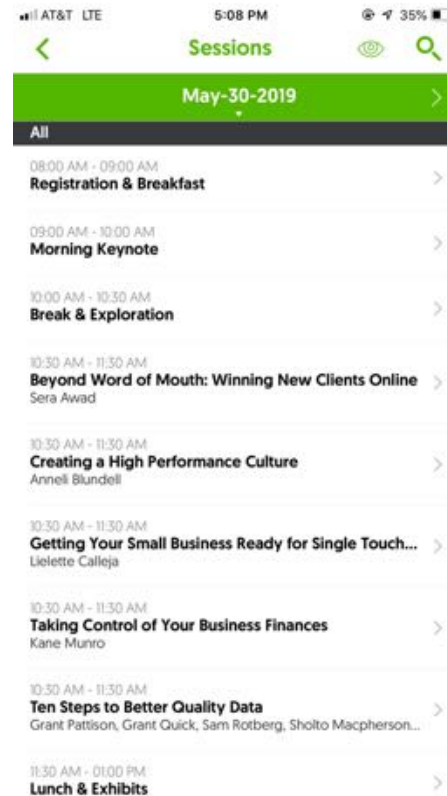
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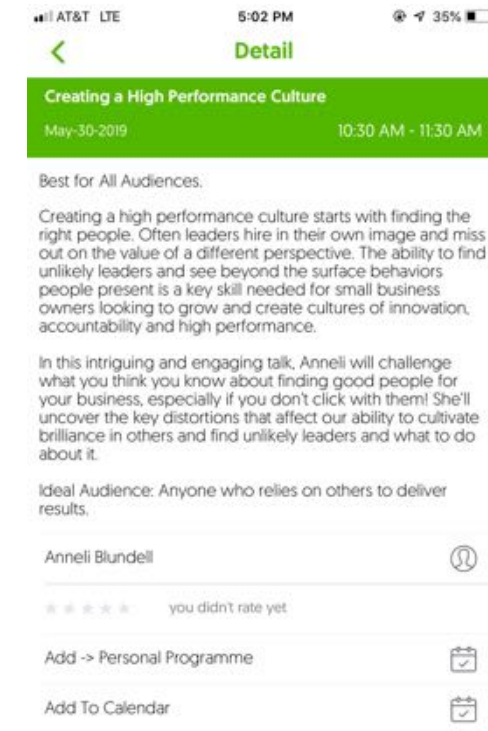
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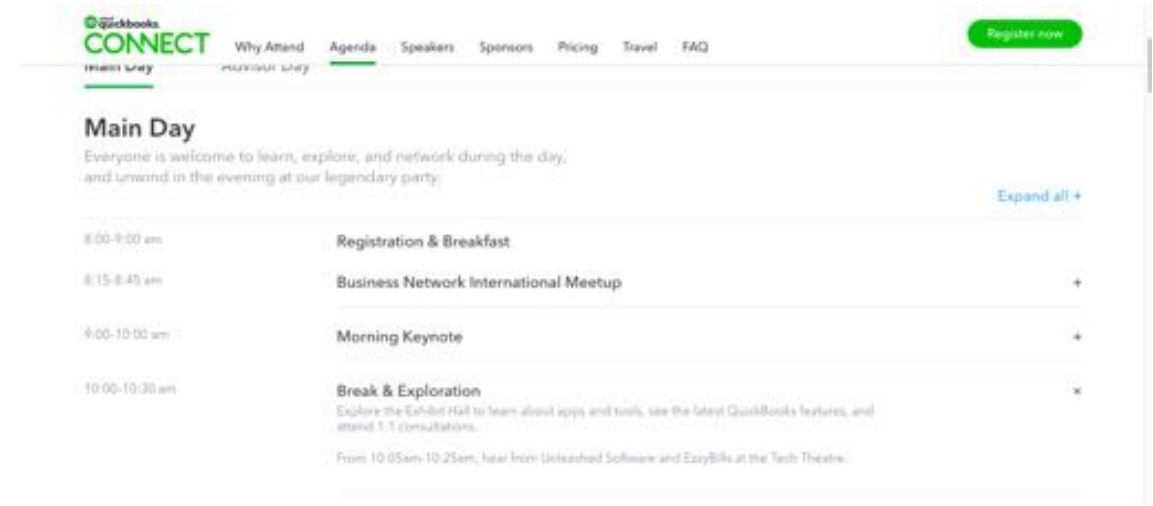
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