



Finance Function Health Check Checklist

Spot the warning signs. Strengthen your finance team

A strong finance function isn't just a nice-to-have - it's essential for making smart decisions, managing risk, and building trust across your organisation. Use this checklist to assess where your finance function stands today and identify areas for improvement.

 Warning signs of a neglected finance function	 Traits of a strong finance function
Staff discontent in the finance team	Clear roles and responsibilities
Outdated or delayed financial reports	Timely, accurate reporting
Cash flow surprises or blind spots	Accurate, consistent data
Lack of trust in financial outputs	Trust in people and numbers
Regulatory noncompliance or audit issues	Governance clarity and oversight
Manual, inefficient processes	Integrated systems and automation
Role confusion or ego-driven titles	Right people in the right roles
Micromanagement from governance level	Strategic oversight, not interference
No internal customer focus	Finance supports decision-making
Surprise adjustments at year-end	Continuous, comparable reporting
Blame culture and poor communication	Collaborative, well-aligned teams
Poor internal control environment	Clearly defined control frameworks and accountability



Learn more

If you would like to learn how we can help you assess and strengthen your finance capability, contact **Cameron Woodcroft, Chris King** or your Pilot advisor on (07) 3023 1300.

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