



Competences of controllers in Poland



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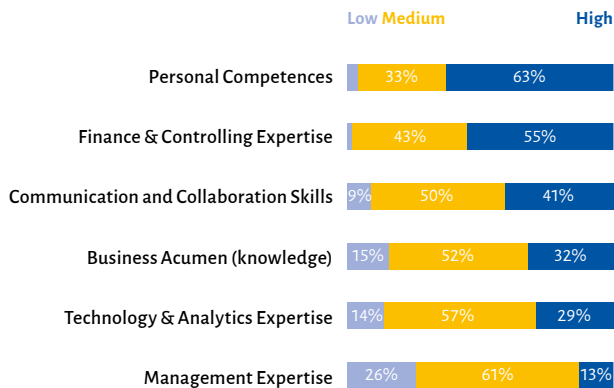
In April 2022 an empirical survey was conducted in Poland, one of the goals of which was to assess the level of competences of controllers of the future (141 questionnaires were completed). The set of these competencies was initially described by Bruckner and Schäffer¹. Results are presented in the figure below and are sorted from the highest to the lowest.

Personal competences include: analytical thinking, orientation toward problem solving, personal integrity, critical thinking, etc. In this area of competence 63% of respondents feel strong. The medium level of competences is declared by 33%.

COMPETENCES OF CONTROLLERS IN POLAND

Level of competences in %

May '22



Competences in the area of finance and controlling are the basic competences of controllers. 55% of the survey participants assessed their competences as high, and 43% as medium. Only 2% of respondents assess these competences as low.

The third group of competences are communication and cooperation skills: teamwork skills, discussion skills, presentation and storytelling skills, coaching and mentoring

Only 13% of respondents assess their management competences as high.

skills, negotiation skills, etc. 41% of respondents indicate high level of competences in this area, and 50% indicate medium ones.

Business acumen competences are primarily knowledge of the company's business. The high level of competences in this area is declared by 32%, and the medium level by 52% of the respondents.

Competences in the area of IT technology and analytics include: knowledge of data visualization, skills in data preparation, knowledge of business intelligence tools, etc. 29% of respondents consider their competences as high, 57% rate them as medium. 14% of the responses assessed these competences as low.

Management competences are related to project management, change management, and knowledge of agile techniques. Most of the respondents (61%) assess these competences as medium, and 26% as low. Only 13% of respondents assess their management competences as high.

Considering the full set of competences of controllers of the future, it is difficult to expect that one person will have them developed to a satisfactory level. However, looking at these competences from the perspective of the entire controlling team certainly allows for easier planning and gaining within a reasonable time. ■

¹Bruckner L, Scheaffer U, Rollenspezifische Kompetenzprofile für das Controlling der Zukunft, Controlling & Management Review, 2019