



Leadership Vision for 2025

# Top 3 Strategic Priorities for Finance Transformation Leaders

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# Leadership Vision for Finance Transformation Leaders in 2025

In 2025, finance transformation leaders must continue to drive change and technology implementation across finance. They are no longer just charged with optimizing finance workflows but are now frequently called upon to co-lead strategy and execution for the function.

In this context, the top finance transformation leaders' focus areas for 2025 are:

- Aligning technology roadmaps to future finance capabilities
- Ensuring ROI with the use of artificial intelligence (AI) in finance
- Managing change in an environment of continual disruption

Use this research to stay ahead, achieve your goals and lead finance transformation success in 2025 and beyond.

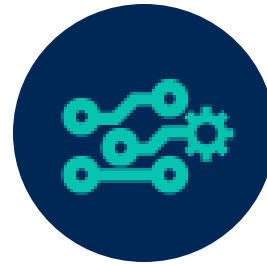
## Key questions addressed:

- What are the major trends affecting finance transformation leaders?
- What are the top priorities for finance transformation leaders in the year ahead?
- What actions should finance transformation leaders take now to be successful?

# Trends Impacting Finance Transformation Leaders



Finance needs faster digital transformation



AI use in finance is now mainstream



ERP is constantly changing and being disrupted

# Finance Transformation Priorities for 2025



**Align your technology  
roadmap to future finance capabilities**



**Ensure ROI with the use  
of AI in finance**

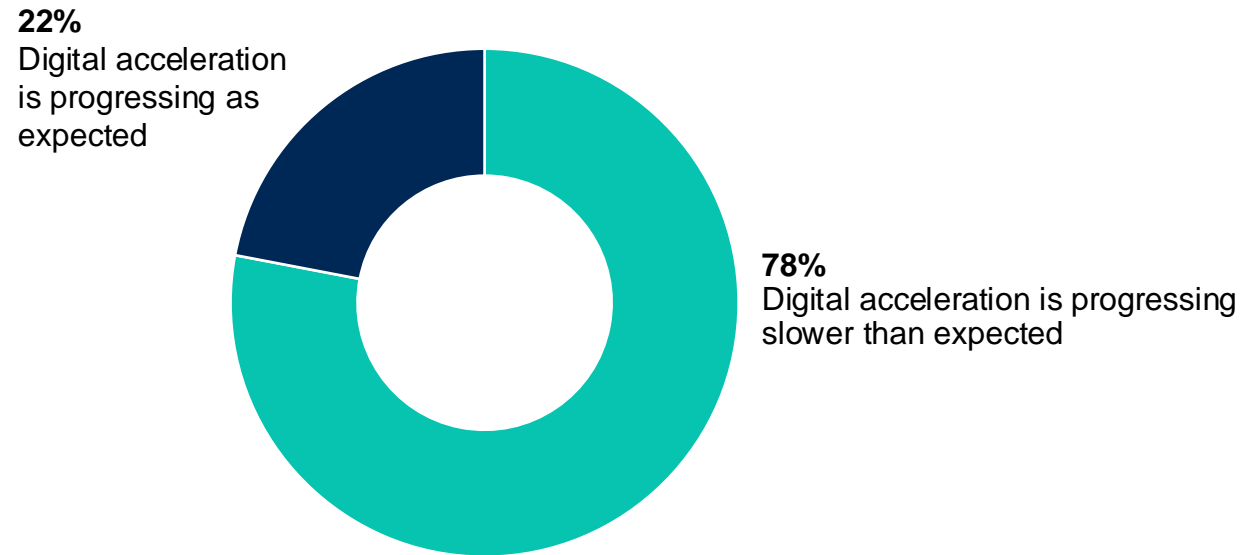


**Manage change in an environment of  
continual disruption**

# Finance Needs Faster Digital Transformation

More than seven in 10 finance leaders expect technology implementation to accelerate

Percentage of finance leaders agreeing on digital technology acceleration

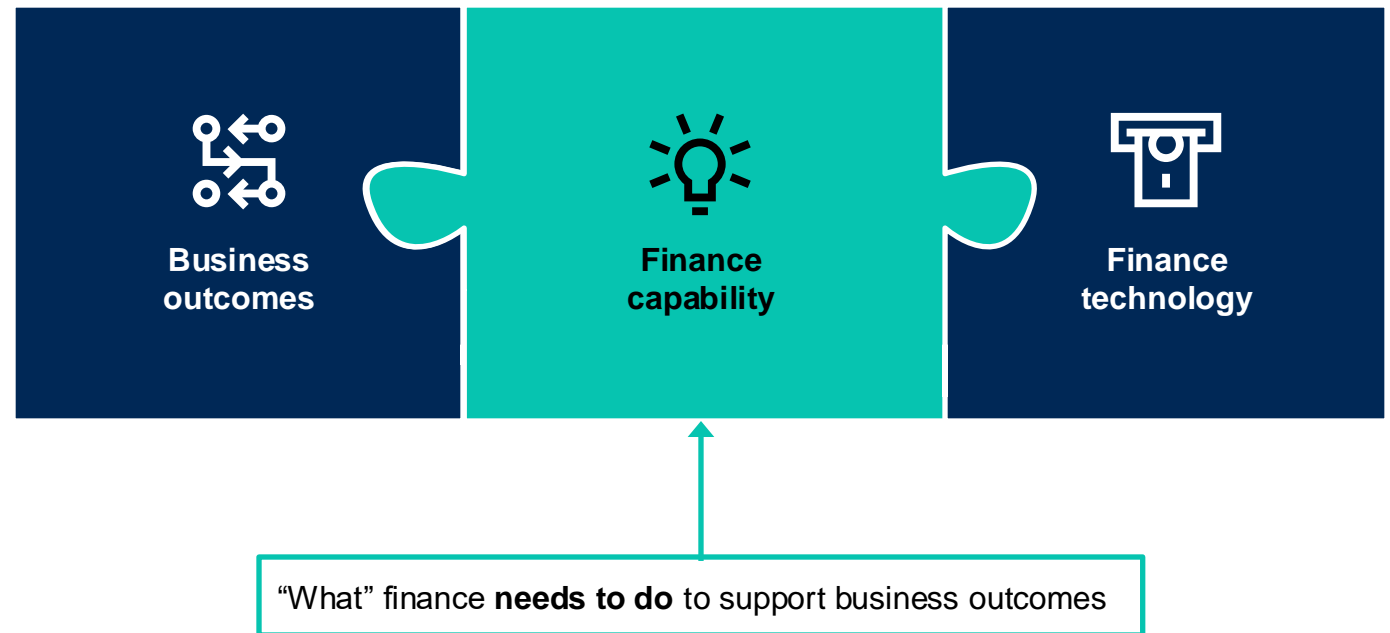


n = 110  
Source: 2023 Gartner Annual Chief Financial Officer Survey

# Prioritize Finance Capabilities

Finance capabilities serve as building blocks of a composable technology architecture. They offer a technology-agnostic, finance-function-oriented way to describe the most important activities required to execute the business strategy. The description links business strategy and finance processes and focuses on what finance does rather than how finance does it.

## Finance capabilities' role in supporting business outcomes roadmap



# Use Capabilities to Organize Your Technology Roadmap

Identify capabilities to support business outcomes and set technology objectives

Business outcome	Finance capability	Year 1	Year 2	Year 3
Increase cash flow	Cash forecasting		Pilot AI forecasting	
	Collections management			Implement integrated I2C
	Billing management	Build RPA "bots"		
Increase revenue	Revenue planning		New planning models	
	Pricing analytics	Enhance BI dashboard		
	Market analytics			Pilot AI forecasting
Improve efficiencies	Transactions		ERP implementation	
	Close management	Build RPA "bots"		
	AP management			Implement integrated P2P

Source: Gartner

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# 01

## Recommended Gartner Research

- 🔍 [Guide to Building a Finance Technology Roadmap](#)
- 🔍 [Drive Agility by Deploying a Composable Finance Technology Strategy](#)
- 🔍 [Webinar: Build a Compelling Finance Technology Roadmap in 3 Steps](#)

# Finance Transformation Priorities for 2025



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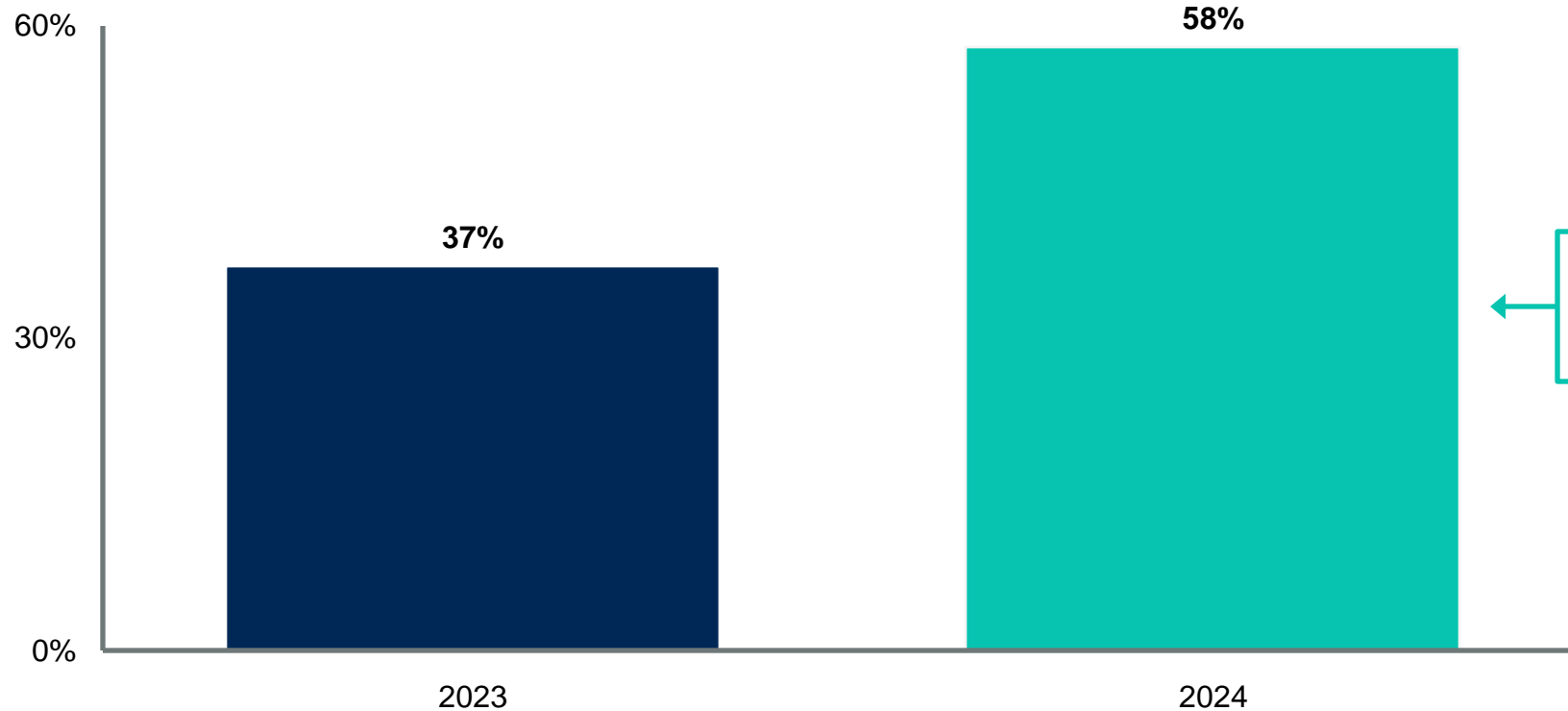


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# AI Use in Finance Is Now Mainstream

## More than half of finance teams are piloting or using AI

Percentage of finance teams with AI in pilot or operational phase



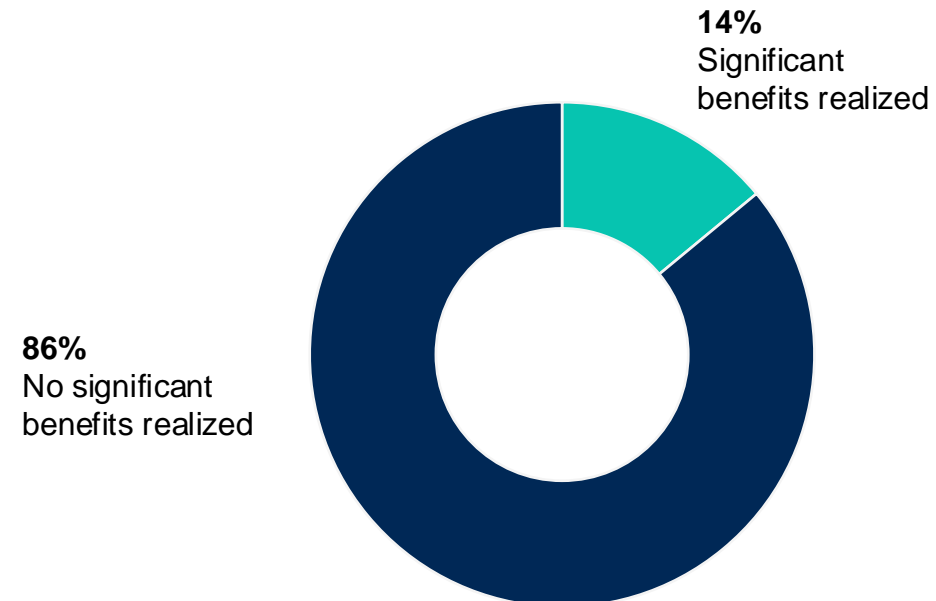
Common AI use cases in finance include intelligent process automation, anomaly detection, decision augmentation and advanced analytics.

n = 133 (2023); 121 (2024)  
Source: 2023 Gartner AI in Finance Survey; 2024 Gartner AI in Finance Survey

# Finance Transformation Leaders Need to Put the ROI in AI

For all the justified hope and excitement around AI investment, most finance functions are not finding financial return in their use of AI. Only 14% of finance leaders report significant benefits from their AI deployments. Most report modest productivity and efficiency gains that don't themselves justify the expense of the AI investment.

## Realization of significant benefits from AI deployments in finance

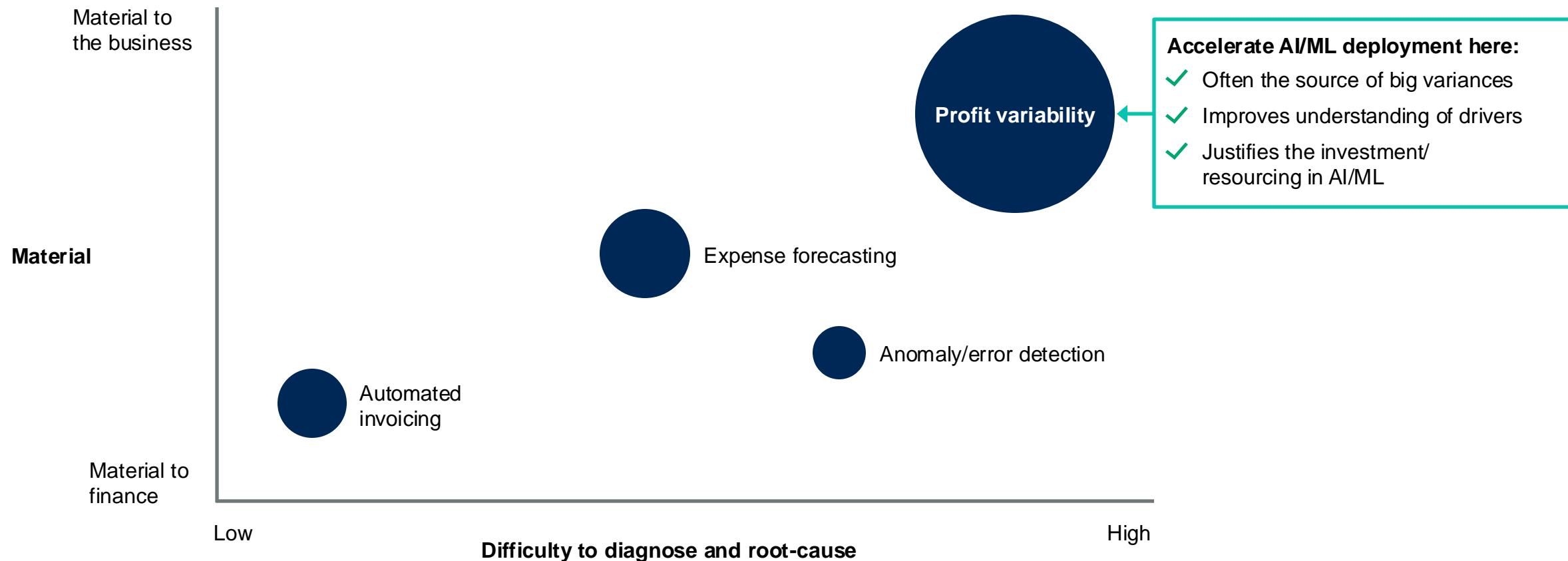


n = 121 (2024)  
Source: 2024 Gartner AI In Finance Survey

# Get AI Working on Complex, Challenging Problems

Comparison of benefits for starting machine learning (ML) in material, diagnostic-resistant areas

Illustrative



Source: Gartner

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## Recommended Gartner Research

- 🔍 [AI in Finance Framework](#)
- 🔍 [How Leading Finance Organizations Achieve AI Success](#)

# Finance Transformation Priorities for 2025



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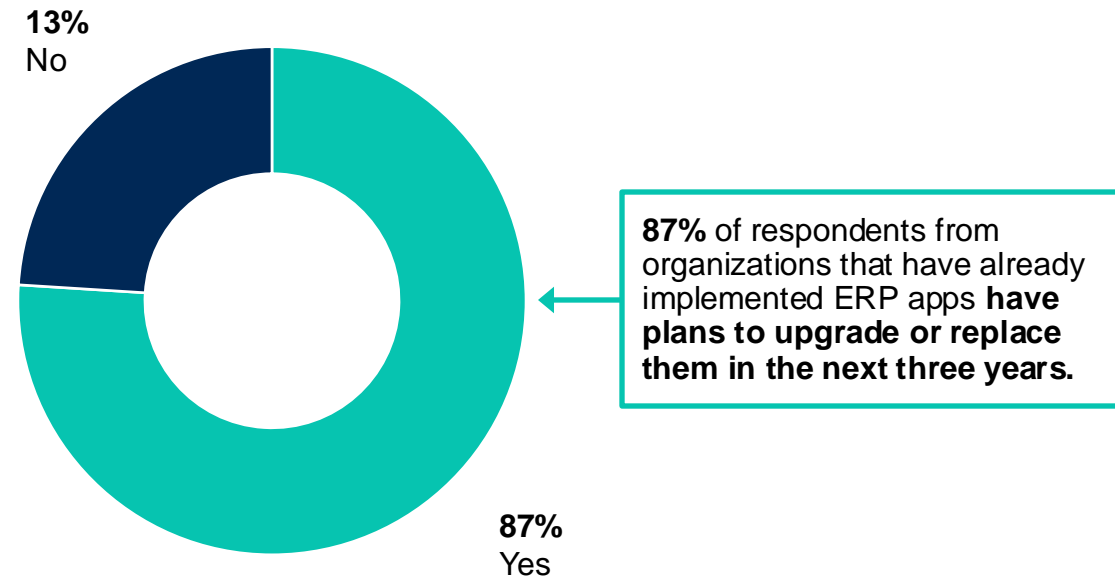


**Manage change in an environment of  
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# Upcoming ERP Changes

More than eight out of 10 ERPs will be upgraded or replaced in three years

Percentage of respondents planning to upgrade or replace their ERP



n = 251

Source: 2023 Gartner ERP, Procurement, HCM and Finance Apps Survey  
Q. Which of the following best describes your company's approach to Enterprise Resource Planning (ERP) packaged applications?

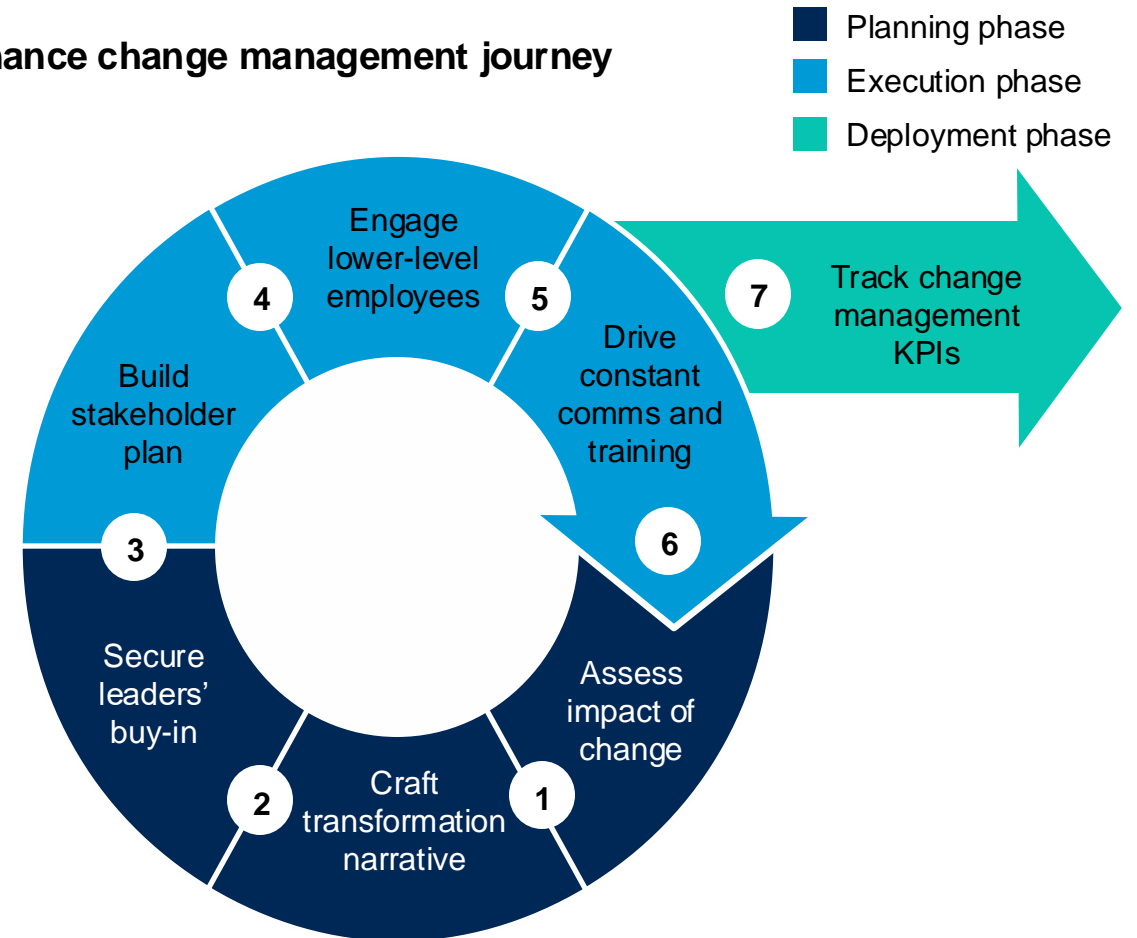
# Change Management Is Always On

Change resistance is becoming a barrier to successful transformation. **Forty-five percent of employees reported that change resistance was a barrier to transformation success and was impeding their organizations from achieving their goals.**

Traditional point-in-time change management practices built on linear, step-by-step, top-down approaches cause resistance to change, which undermines the success of transformation initiatives. Resistance happens because these strategies fail to account for today's constantly evolving, complex nature of change.

Source: Gartner

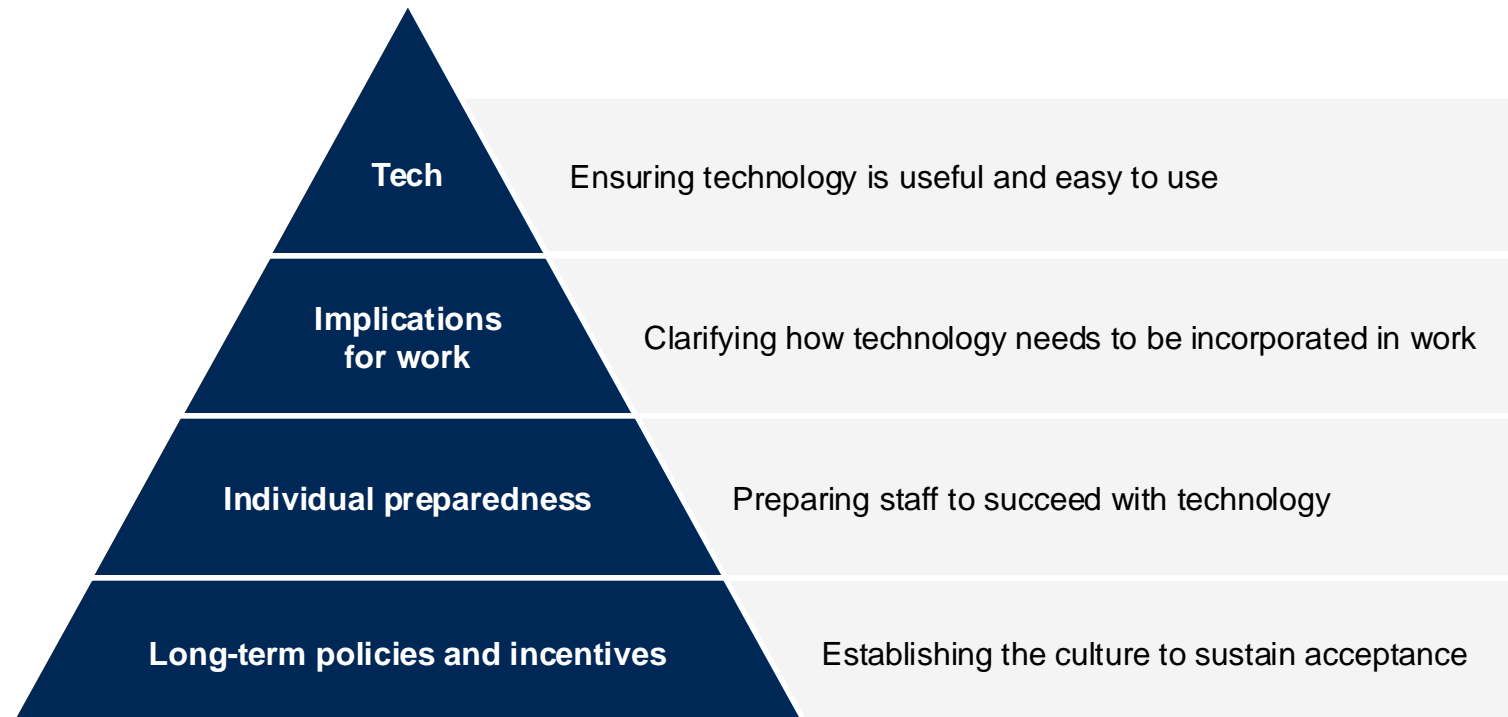
## Finance change management journey



# Invest in Staff's Technology Acceptance

If staff do not accept the technology available to them, errors will increase an average of 61%

Ensure staff accepts the technology available for them to use



Source: Gartner

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# 03

## Recommended Gartner Research

- 🔍 [Boost Finance Transformation Success With Always-On Change Management](#)
- 🔍 [Webinar: 3 Change Management Tactics to Supercharge Your Finance Transformation](#)

# Actionable, objective insight


Position your finance organization for success. Explore these additional complimentary resources and tools:

**Guide** 

**Build a Finance Transformation Roadmap to Accelerate Value Realization**

Turn your finance transformation plan into a strategic roadmap tailored to your organization.

[Download Now](#)

**Tool** 

**Digital Finance Score**

Evaluate your function's progress toward a more autonomous future, and gaps between current and future states.


[Learn More](#)

**Research** 

**Top Priorities for CFOs and Finance in 2025**

Understand the critical priorities for finance leaders and key actions to make progress on them.

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