# Communicating Financial Results to Normal People

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# Geni Whitehouse, CPA.CITP, CSPM

- Part-time working with a CPA firm in the Napa Valley, consulting with wineries
- Co-Founder Remote bookkeeping for wineries
- Keynote presenter and author
- Originally from Greenville, SC



#### Why communication matters

There is no value in information that we don't understand

 People can not comprehend information when they are coming from a place of fear or doubt

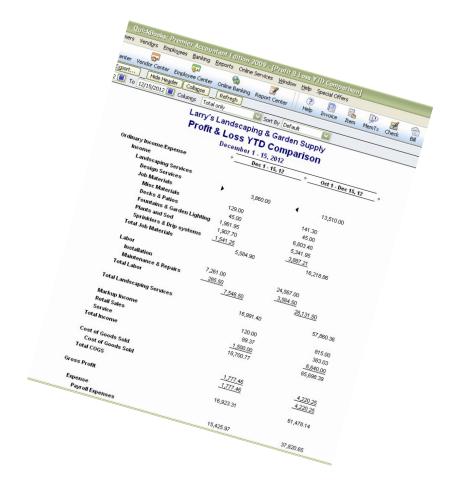
# It is our job to communicate the value of the information we provide.

#### What we say

#### "We need to:

- Reduce Costs
- Increase Revenues"

"We're in a cash bind"



"Sales trends are not good"

"ACCOUNTS RECEIVABLE AGING IS OUT OF CONTROL"

#### What they hear

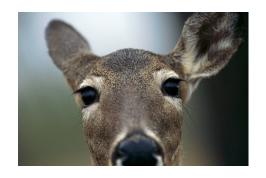
**Blah Blah Blah** 

**Blah Blah Blah** 

No money for bonuses

**Blah Blah Blah** 

Blah Blah Blah



#### How to fix

- Understand styles
- Different Tools
- Educate them on the Information we Provide

# Science of Communication DISC "Universal observable language of behavior"

The Universal Language DISC, Target Training International, LTD, 2004

## People communicate differently.

#### **DISC language DOES measure:**

**BEHAVIOR and EMOTIONS** 

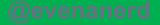
**DISC Language is:** 

**Observable** 

**Universal** 

**Neutral** 

**Silent** 



#### DISC language does NOT measure:

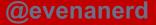
Intelligence

**Values** 

Skills or experience

**Education or Training** 

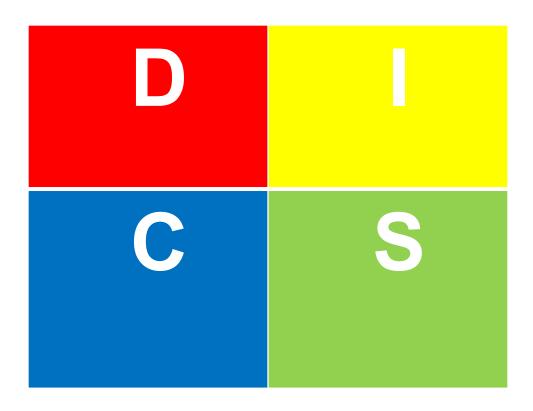
Judgment – there is no right or wrong

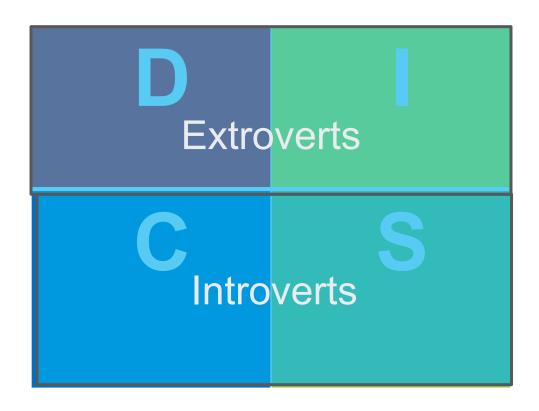


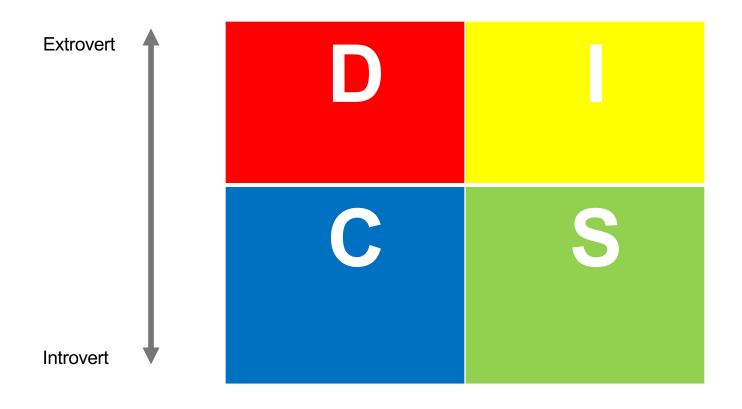
#### **Understand Behavioral Styles**

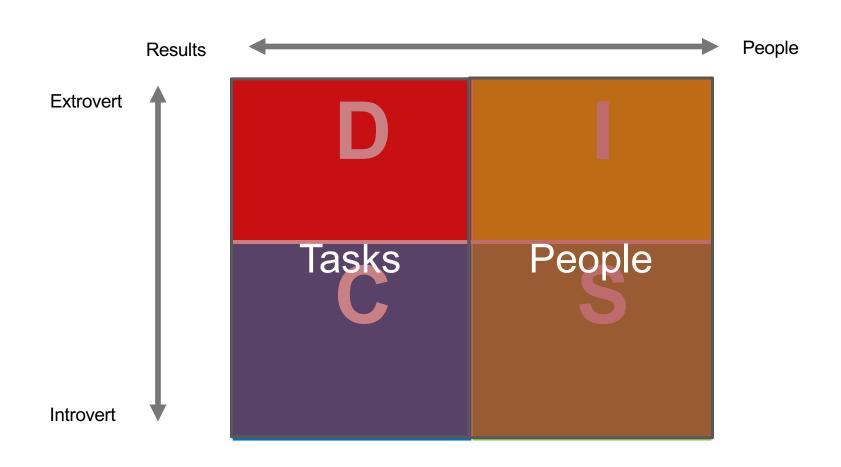
- Dominance relating to control, power and assertiveness
- nfluence relating to social situations and communication
- Steadiness relating to patience, persistence, and thoughtfulness
- Compliance relating to structure and organization











### High "D"

#### Typical Presentation required:

- ➤ Quickly get to the bottom line
- ➤ You must appear credible
- ➤ Be concise and business like
- ➤ Difficult to switch, but once switched is loyal
- ➤ Solve problems fast and move on

#### Results

### High "l"

#### Typical Presentation required:

- ➤ Spare the details, give plenty of follow-up
- ➤ Present new, innovative ideas
- ➤ Allow time for socializing
- ➤ Have fun, tell stories
- ➤ Eliminate detail, just hit the high points.

Relationship

### High "S"

#### Typical Presentation required:

- ➤ Need lots of proof and statistics
- ➤ Take it slow and easy
- ➤ Earn their trust and friendship
- ➤ Use Facts & Figures, repeat visits, answer all their questions.

#### **Security**

## High "C"

#### Typical Presentation required:

- ➤ Need lots of "Proof", background & proven results
- ➤ Needs time to absorb and digest facts
- ➤ Use plenty of testimonials (from "C" style)
- ➤Don't rush, be on point, and answer all their questions.

#### Accuracy

#### Source = TTI International

When communicating with a person who is dependent, neat, conservative, perfectionist, careful and compliant:

- Prepare your "case" in advance.
- Stick to business.
- Be accurate and realistic.

Factors that will create tension or dissatisfaction:

- Being giddy, casual, informal, loud.
- Pushing too hard or being unrealistic with deadlines.
- Being disorganized or messy.

C

When communicating with a person who is patient, predictable, reliable, steady, relaxed and modest:

- Begin with a personal comment--break the ice.
- Present your case softly, nonthreateningly.
- Ask "how?" questions to draw their opinions.

Factors that will create tension or dissatisfaction:

- Rushing headlong into business.
- Being domineering or demanding.
- Forcing them to respond quickly to your objectives.

When communicating with a person who is ambitious, forceful, decisive, strong-willed, independent and goal-oriented:

- Be clear, specific, brief and to the point.
- Stick to business.
- Be prepared with support material in a well-organized "package."

Factors that will create tension or dissatisfaction:

- Talking about things that are not relevant to the issue.
- Leaving loopholes or cloudy issues.
- Appearing disorganized.

D

When communicating with a person who is magnetic, enthusiastic, friendly, demonstrative and political:

- Provide a warm and friendly environment.
- Don't deal with a lot of details (put them in writing).
- Ask "feeling" questions to draw their opinions or comments.

Factors that will create tension or dissatisfaction:

- Being curt, cold or tight-lipped.
- Controlling the conversation.
- Driving on facts and figures, alternatives, abstractions.

# **Tools for Different Styles Tools for Different Roles**

#### **Our role**

#### Hold people accountable

- Clear goal
- Understandable



#### TRUETT-HURST, INC. AND SUBSIDIARY CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS

(In thousands, except share data) (unaudited)



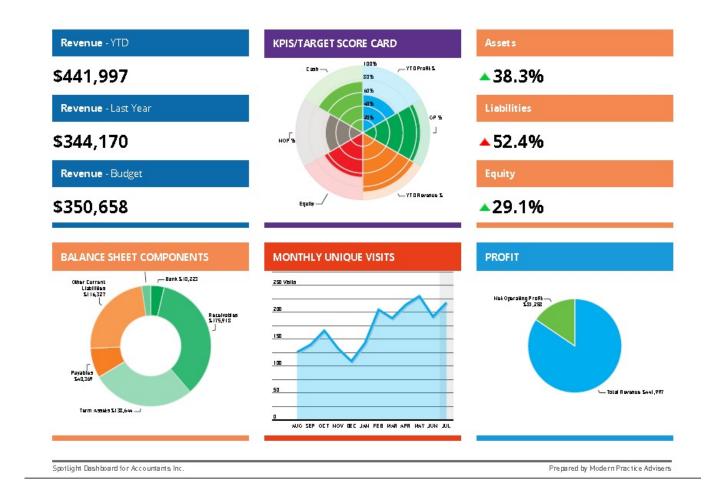
		Three Months End	ied Dec	ember 31,	Six Months Ended December 31,					
		2018		2017		2018		2017		
Sales	\$	1,855	S	1,803	S	3,453	\$	3,214		
Less excise tax		(4)		-		(5)		(2)		
Net sales		1,851		1,803		3,448		3,212		
Cost of sales		856		676		1,357		1,351		
Gross profit		995		1,127		2,091		1,861		
Operating expenses:										
Sales and marketing		792		1,029		1,285		1,707		
General and administrative		1,855		303		3,159		1,093		
Gain (loss) on disposal of assets		-		4		-		(18)		
Impairment of other assets		-		-		46		-		
Total operating expenses		2,647		1,336		4,490		2,782		
Net loss from operations		(1,652)		(209)		(2,399)		(921)		
Other income (expense):										
Interest income (expense), net		7		(111)		(61)		(221)		
Gain (loss) on fair value of interest rate swap		-		25		(14)		27		
Gain on insurance settlement, net		-		-		469		-		
Other income, net		6		(3)		5	_	(11)		
Total other income (expense), net		13		(89)		399		(205)		
Loss before income tax expense		(1,639)		(298)		(2,000)		(1,126)		
Income tax expense		-		(1)		-		-		
Loss from continuing operations		(1,639)		(299)		(2,000)		(1,126)		
(Loss) income from discontinued operations,										
net of tax				(384)	_	1,990	_	151		
Net loss attributable to Truett-Hurst, Inc.										
and H.D.D. LLC		(1,639)		(683)		(10)		(975)		
Net loss attributable to noncontrolling interest: H.D.D. LLC		(687)		(274)		(4)		(201)		
		(657)				(4)		(391)		
Net loss attributable to Truett-Hurst, Inc.	\$	(982)	2	(409)	2	(6)	2	(584)		
Net (loss) income per share, basic and diluted:				(0.08)				(0.05)		
Continuing operations	\$	(0.36)	S	(0.07)	2	(0.44)	\$	(0.25)		
Discontinued operations		-		(0.09)		0.44		0.03		
Attributable to noncontrolling interest	_	(0.14)	_	(0.06)	_	(0.00)	_	(0.09)		
Attributable to Truett-Hurst, Inc.	\$	(0.22)	\$	(0.10)	2	(0.00)	\$	(0.13)		
Weighted average shares used in computing net loss per share:										
Basic weighted average shares		4,579,861		4,460,417		4,567,914		4,449,208		
Diluted weighted average shares		4,579,861		4,460,417		4,567,914		4,449,208		



# **Spotlight Reporting**

Financial data + Google Analytics.

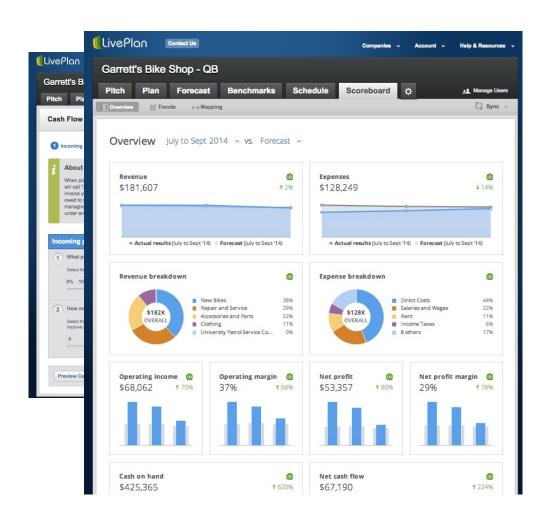
Analyze marketing activities.





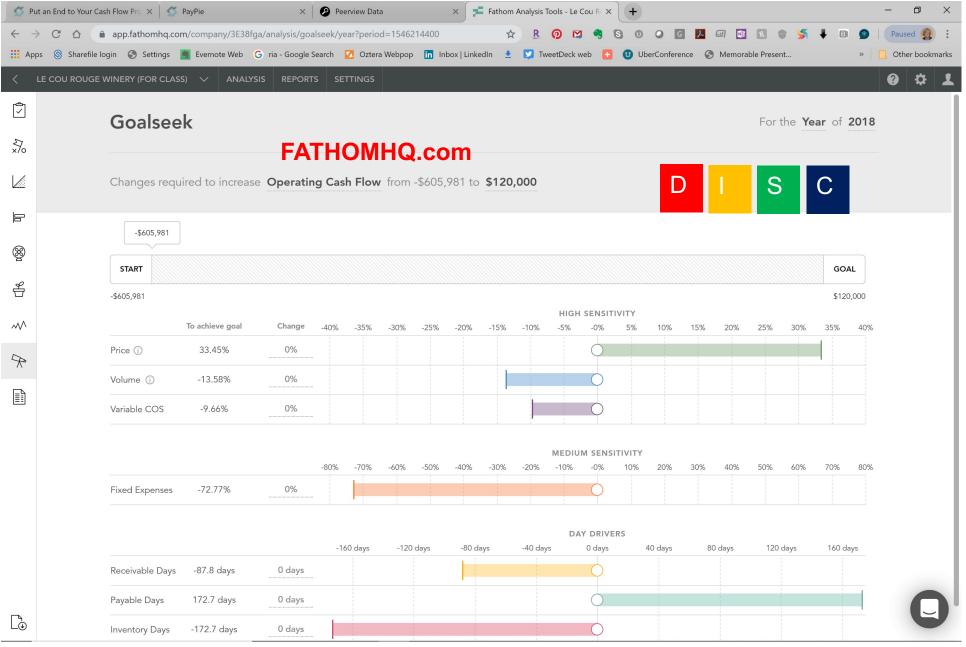
#### Live plan

Financial tracking dashboard lets you compare your current financials against your historical financials and your budget & forecast from LivePlan.



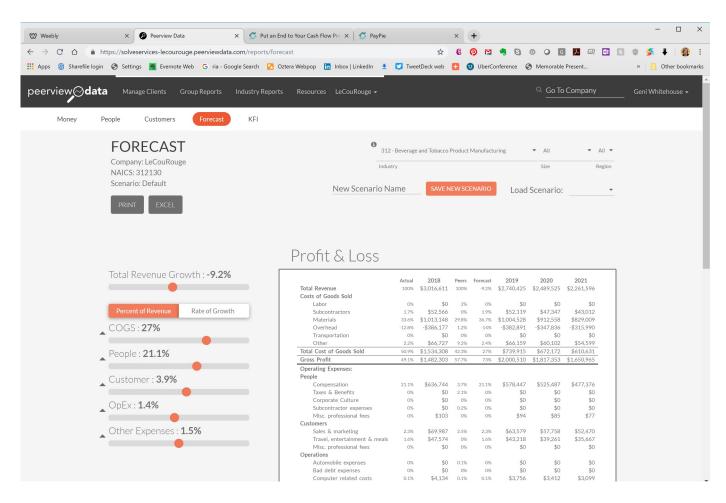








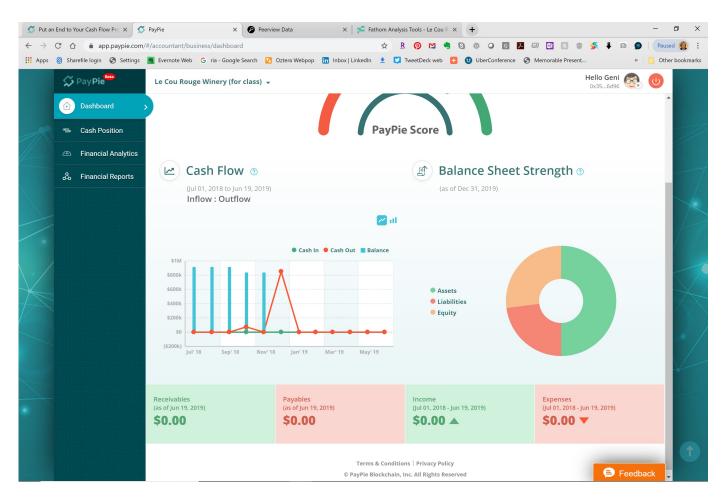
#### **Peerview**







#### **Smansha**





#### **Others**

- Qvinci
- ProfitSee
- Jirav



#### MY SUCCESSFUL LARGE WINERY FINANCIAL SCORECARD

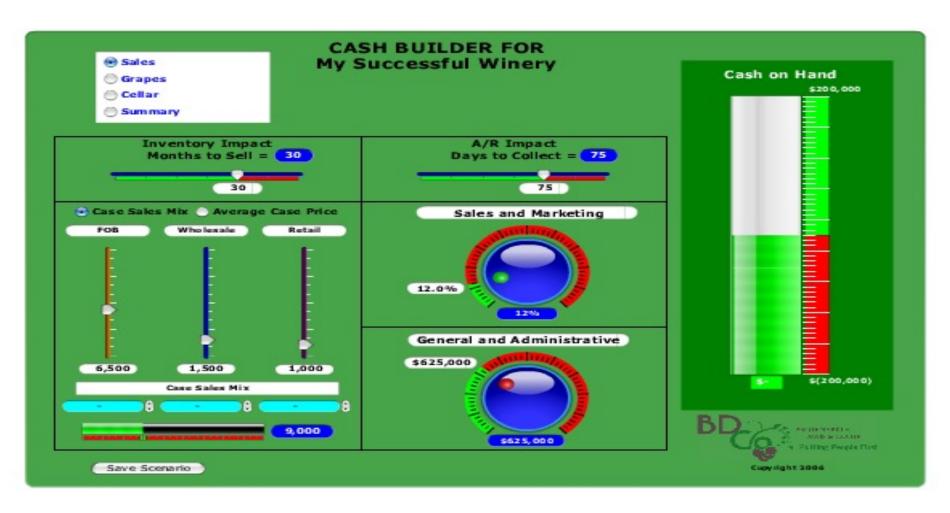


For the years ended December 31, 2011 and 2010 Putting People First Performance Gauge Financial Indicators To Prior Yr To Industry 2011 2010 What Does This Mean to You? Industry Cash Flows This is the annual impact on cash flows resulting from receivable 1 Accounts Receivable Impact on Cash Flows \$ (239,000) \$ (152,000) collections taking (more) or less than 45 days. This reflects the annual impact on cash flows when the sale of your \$ (298,000) 2 Inventory Impact on Cash Flows 136,000 inventory takes (more) or less than 32 months. 3 Cash Generated from each \$100 of Sales 2 Reflects your ability to convert profits into cash. 9 Indicates as a % of sales the amount of cash that was used to purchase 4 Investment in Fixed Assets 18% 20% 5% property and equipment. Profitability -12% 8% Reflects the ability of your company to grow its top line. 5 Bottled Wine Sales Growth over Prior Year -15% 6 \* Gross Margin Percentage 38% 48% 45% Reflects the ability of your company to control the cost of wine sold. Reflects the gross margin that would be realized when the current year's 128% 7 Projected Gross Margin - Current Vintage vintage is sold, based on current sales prices. The impact your visitors' center operating income had on the Company's 109% 25% total income from operations (before general & administrative costs). 8 Visitors' Center % of Total Operating Income As sales rise, you must be able manage your expenses. This reflects -9% 9 \* Return on Sales Before Interest and Taxes 10% 5% whether you were able to control your costs. Return on assets (profit/assets) improves when sales rise faster than 10 \* Return on Assets Before Interest and Taxes -3% 4% 1% expenses and/or assets. Return on equity (profit/equity) shows whether an investor is better off 11 \* Return on Equity Before Interest and Taxes -11% 14% 2% over the long term investing in this business or somewhere else. Management Based on your strategy this reflects your ability to manage your grape 12 Farming Costs - per Producing Acre 9.000 9,200 S 6,500 costs. Excludes depreciation and property taxes. Reflects the farming cost component that will be included in the wine 13 Grapes Farmed - Cost per Case 85 78 65 bottled from the current year's harvest. Reflects the purchased grape cost component that will be included in the 63 55 wine bottled from the current year's harvest. 14 Grapes Purchased - Cost per Case 15 Cellar Costs per Case 17 \$ 18 S 20 Represents the average cost of cellaring your bulk wine during the year. Sales and marketing costs should stay in line with sales. An increase 16 Sales and Marketing - % of Sales 10% 9% 8% could reflect an unbalanced use of resources over the long term. G&A costs should be maintained. As sales increase this % should 13% decrease as more profit is available to cover overhead. 17 General and Administrative - % of Sales

SCORECARD

#### **Custom Dashboard**







#### Profit Equation Planner by Mentor Plus

A	АВ		С		D		E		F
33	Analysis		Current	Increme	ntal Change		Result	Incr	ementa
34	Monthly revenue impact of volume increase	\$	476,000	\$	-	\$	476,000		
35	Monthly revenue impact of mix change	\$	476,000	\$	-	\$	476,000	\$	-
36	Monthly revenue impact of price increase	\$	476,000	\$	2	\$	476,000	\$	-
38	Combined monthly revenue impact of mix + price increase	\$	476,000	\$		\$	476,000	\$	-
2	Le Cou Rouge Retail Profit Eq	ua	tion Pl	anne	r				
3	Retail								
4				W	hat If				
5	Volume Calculations		Current	Increme	ntal Change		Result		
6	Days open		260				260		
7	Average Number of visitors per day		20				20		
8	Number of visitors buying per day		10.00				10.00		
9	Conversion Ratio		50.00%				50.00%		
10	Average Cases per Customer per day		0.3846				0.3846		
11	Total cases sold		1000.00				1,000.00		
13	Price Calculations	(	Current	Increme	ntal Change	•	Result		
14	A. Mix							Chg	in Case
15	Chardonnay		50.86%				50.86%		0.00
16	Cabernet		49.15%				49.15%	(	0.00
31			100.0%				100.00%		
32									
33	Analysis		Current	Increme	ntal Change		Result	Incr	ementa
34	Monthly revenue impact of volume increase	\$	476,000	\$	-1	\$	476,000		
35	Monthly revenue impact of mix change	\$	476,000	\$	-	\$	476,000	\$	-
36 37	Monthly revenue impact of price increase	\$	476,000	\$		\$	476,000	\$	-
~.	Combined monthly revenue impact of mix + price increase	\$	476,000	\$		\$	476,000	\$	-
38	Combined monthly revenue impact of mix + price increase								
	Combined monthly revenue impact of mix + price increase								
38	Combined monthly revenue impact of mix + price increase								

#### **Two New Tools**

- Autoreview.com
- iCompleat.com AP automation plus evaluation of purchases



# Tailor Your Message for Different Audiences

@evenanerd



# **Audience**



Owners, Employees, Lenders/Investors



#### **Owner's dilemma**

What do I do tomorrow?

Am I on the right track?

How do I compare with others in my industry?

How do I drive behaviors?

# What he needs



# What we give him



#### **Tools for Owners**

**Dashboard - Fathom** 

Flash reports – or BI tools

**Scorecard** 

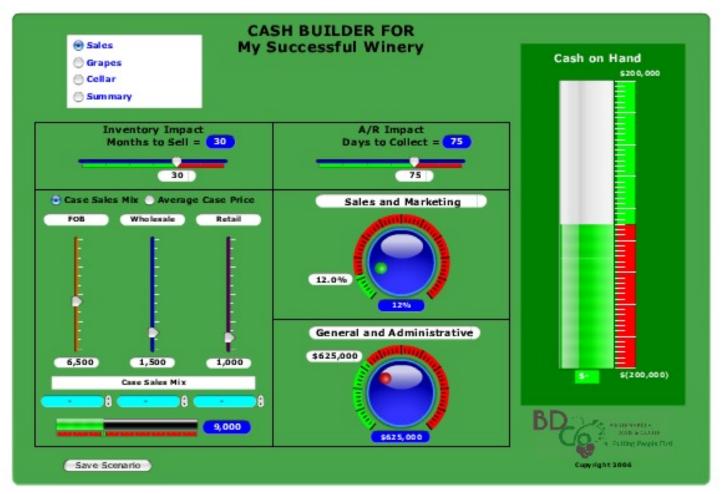
#### **Excel**

- Graphs
- Conditional formatting

#### **Smart Draw**

# SAP Crystal Dashboard Design, Starter Package

Formerly Xcelsius





#### MY SUCCESSFUL LARGE WINERY FINANCIAL SCORECARD

For the years ended December 31, 2011 and 2010

Putting People First	Performar	nce Gauge	Ī						
Financial Indicators	To Prior Yr	To Industry	7	2011	2010	Industry	What Does This Mean to You?		
Cash Flows									
1 Accounts Receivable Impact on Cash Flows			\$	(239,000)	\$ (152,000)		This is the annual impact on cash flows resulting from receivable collections taking (more) or less than 45 days.		
2 Inventory Impact on Cash Flows			\$	(298,000)	\$ 136,000		This reflects the annual impact on cash flows when the sale of your inventory takes (more) or less than 32 months.		
3 Cash Generated from each \$100 of Sales			\$	5	\$ 9	\$ 2	Reflects your ability to convert profits into cash.		
4 Investment in Fixed Assets				18%	20%	59	Indicates as a % of sales the amount of cash that was used to purchase property and equipment.		
Profitability									
5 Bottled Wine Sales Growth over Prior Year				-15%	-12%	89	Reflects the ability of your company to grow its top line.		
6 * Gross Margin Percentage				38%	48%	459	Reflects the ability of your company to control the cost of wine sold.		
7 * Projected Gross Margin - Current Vintage				128%			Reflects the gross margin that would be realized when the current year's vintage is sold, based on current sales prices.		
8 Visitors' Center % of Total Operating Income				88%	109%	259	The impact your visitors' center operating income had on the Company's total income from operations (before general & administrative costs).		
9 * Return on Sales Before Interest and Taxes				-9%	10%	59	As sales rise, you must be able manage your expenses. This reflects whether you were able to control your costs.		
10 * Return on Assets Before Interest and Taxes				-3%	4%	19	Return on assets (profit/assets) improves when sales rise faster than expenses and/or assets.		
11 * Return on Equity Before Interest and Taxes				-11%	14%	29	Return on equity (profit/equity) shows whether an investor is better off over the long term investing in this business or somewhere else.		
Management									
12 Farming Costs - per Producing Acre			\$	9,000	\$ 9,200	\$ 6,500	Based on your strategy this reflects your ability to manage your grape costs. Excludes depreciation and property taxes.		
13 Grapes Farmed - Cost per Case			\$	85	\$ 78	\$ 65	Reflects the farming cost component that will be included in the wine bottled from the current year's harvest.		
14 Grapes Purchased - Cost per Case				63	65	\$ 55	Reflects the purchased grape cost component that will be included in the wine bottled from the current year's harvest.		
15 Cellar Costs per Case			\$	17	\$ 18	\$ 20	Represents the average cost of cellaring your bulk wine during the year.		
16 Sales and Marketing - % of Sales				10%	9%	89	Sales and marketing costs should stay in line with sales. An increase could reflect an unbalanced use of resources over the long term.		
17 General and Administrative - % of Sales				11%	9%	139	G&A costs should be maintained. As sales increase this % should decrease as more profit is available to cover overhead.		

<sup>\*</sup> Calculated using the Specific Identification inventory method.

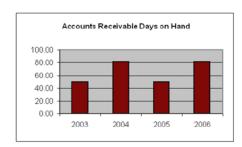




Audit, Tax & Business Consulting Services

#### Cash Driver Analysis for: Smith Brothers Building

#### Accounts Receivable

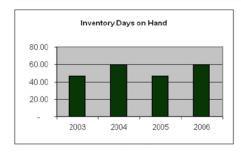


Cash (Cost) / Benefit of Variance	\$ (1,347,138)
Variance	(31.75)
AR DOH - 2005	49.57
AR DOH - 2006	81.32
Average Sales per day	\$ 42,426

#### Action Items:

- 1) Review Credit Policy and Collection Procedures
- 2) Compare Credit terms to competitors
- 3) Establish different payment terms for different products/services
- 4) Charge interest on past due invoices

#### Inventory

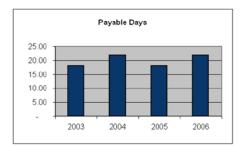


Cash (Cost) / Benefit of Variance	\$ (362, 134)
Variance	(13.37)
Inv. DOH - 2005	46.35
Inv. DOH - 2006	59.71
Average Inventory per day	\$ 27,091

#### Action Items

- 1) Review purchasing policies
- 2) Evaluate production procedures
- 3) Ask for competitive bids on all parts and services
- 4) Analyze employee efficiency

#### **Accounts Payable**



Average Payable per day	\$	27,091
A/P. DOH - 2006		22.05
A/P. DOH - 2005		18.19
Variance		3.87
Cash (Cost) / Benefit of Variance	<b>\$</b>	104,734

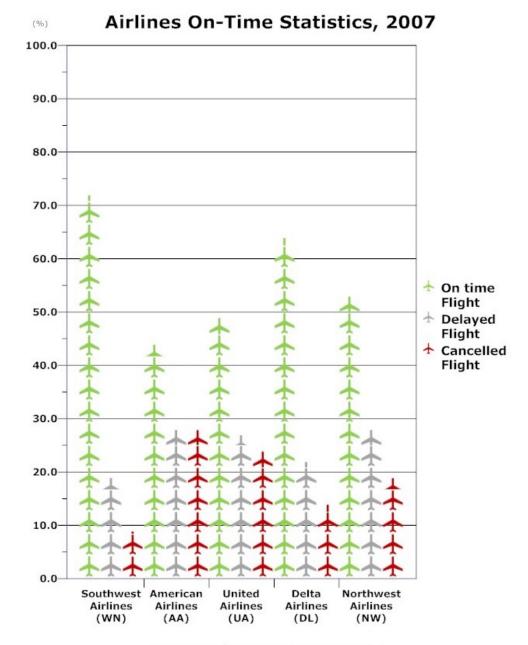
#### Action Items:

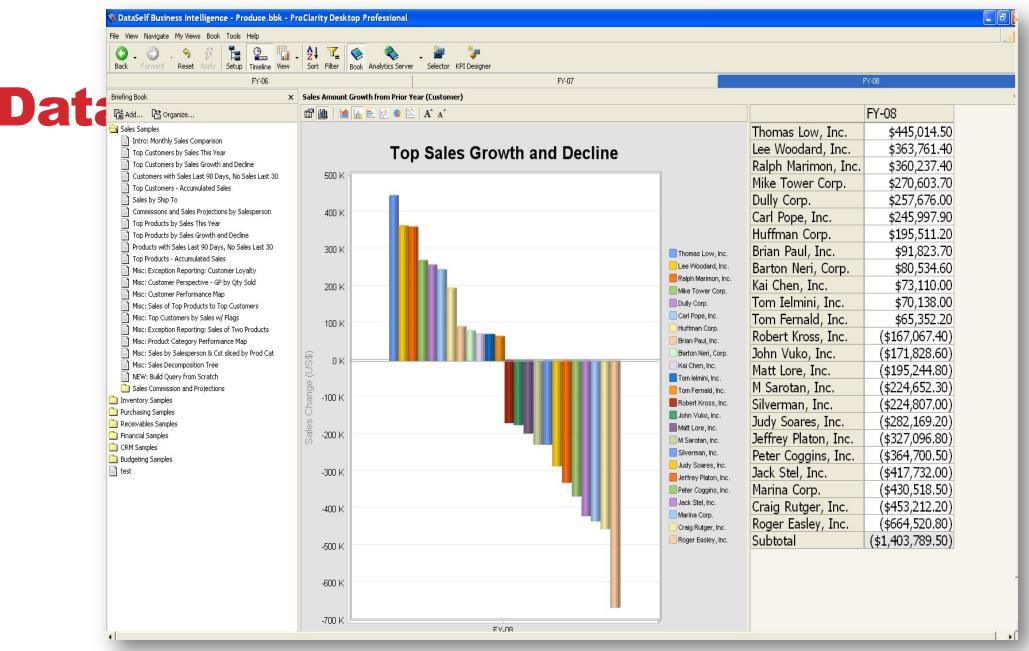
- 1) Review purchasing policies
- 2) Request extended payment terms
- 3) Establish Just in Time inventory ordering
- 4) Analyze outsourcing certain parts/services

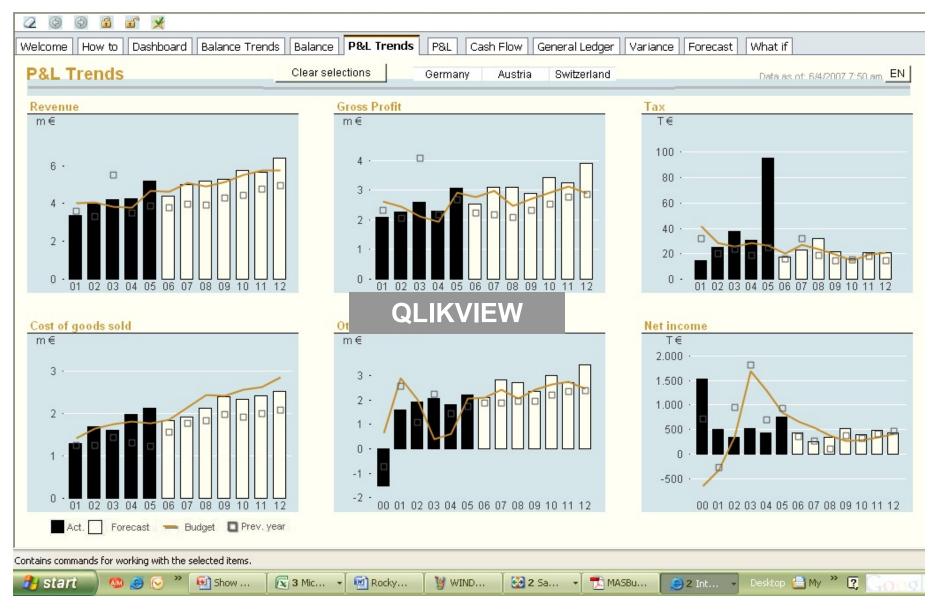
### iLumen

rd

#### **SmartDraw**







# **Employee**

Visible measures

**Controllable costs** 

Connection to the big picture



# What we give her



#### What to do

#### **Educate first**

- Financial literacy
- Non technical

#### **Reward and measure**

# **Financial Statements**



### **Increase Net Income**

#### Olive Tree Winery

Income Statement for the Years Ended December 31, 2009 and 2008

Years Ended	2009	2008	_	
REVENUE:				
Wine sales	350,000	275,000		Increase
Cost of wine sold	(187,500)	(137,500)		_
Events (net)	20,000	32,000		Revenues
Gross Profit	162,500	137,500		
OPERATING EXPENSES:				
Sales	42,500	38,250		
Marketing	22,100	19,890		Reduce
Salaries and Wages	52,000	36,450		Costs
Rent	20,000	18,000	4 4	00010
Utilities	12,000	10,800		
Operating Expenses	148,600	123,390	_	
Operating Income (Loss)	13,900	14,110		
			_	
Net Income (Loss)	11,000	13,149		
	@ev	enanerd	•	

### **Team Exercise**





#### **Connect Financial Statements...**

... to operational metrics

Revenue goals ->KPIs

**Department goals** 

**Net income to action steps** 

**Educate teams in financial concepts** 

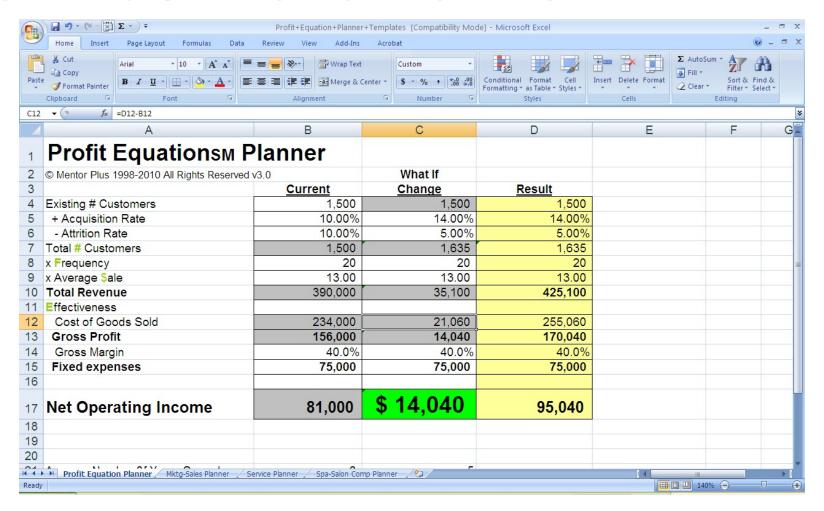
### **Tools for employees**

What ifs by department

Visible KPIs

Read Three Signs of a Miserable Job by Patrick Lencioni

#### **Mentor Plus Profit Planner**



### **Accounting Packages**

**QuickBooks Financial Statement report writer** 

**Peachtree Business Analytics** 

Sage Simply Accounting Intelligence

Mas90 dashboard

**Microsoft Dynamics NAV** 

#### ZAP

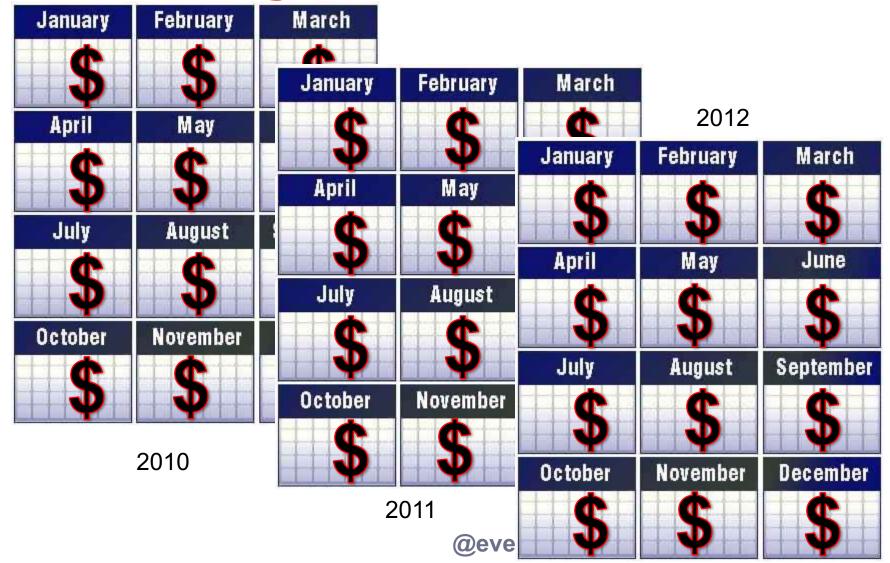
### **Corporate Finance Overview**

Name		Actual	Target	Status	Previous	Trend
Performance ('000)	NAME OF TAXABLE PARTY.					
Revenue ('000)		154.25	313.82		298.88	>
Expenses ('000)		(44.98)	(14.84)	0	(15.62)	-
Net Operating Profit After Tax ('000)		92.41	254.35		242.23	1
Profitability						
Gross Margin %	36	44.24 %	155.76 %		35.19 %	-
Return on Assets	100	42.27 %	100.00 %	0	522.58 %	1
Return on Equity	100		200.00 %	0		?
Liquidity						
Quick Ratio	10	-4.57	2.00		-11.38	>
Cash Ratio	- 1	-4.38	1.50	0	-10.99	1
-Current Ratio	4	-4.07	0.50		-18.36	1
Sales to Working Capital Ratio		1.66	2.00	0	0.84	1
- Total Debtors Amnt ('000)		1,835.00	1,500.00		1,835.00	-
—Total Debtors Amnt > 90 days ('000)	HILP	225.34	150.00		-	?
Cash On Hand ('000)		37.21	2,034.74		1,937.84	1
- Leverage						
Debt Ratio	1	-6.78	1.00		0.10	1
Debt to Equity Ratio	- 16		2.00	0	-	?
Interest Coverage Ratio	35		1.50	(3)		?

#### **Banker / Investors**

Want us to manage cash
Show that we are in control of the business
Covenants

# What they want



### What we give them



Tax return? Inventory listing, AR aging

# Why don't we plan for cash?

# **\$COPE It!**

What-ifs
Goal seeks

**Custom Measures** 

#### **ProfitCents**

LIQUIDITY

PROFITS & PROFIT MARGIN

SALES



**BORROWING** 

ASSETS

**EMPLOYEES** 



#### LIQUIDITY



Generally, what is the company's ability to meet obligations as they come due?

The company has a good overall liquidity position this period. In fact, it is even better that **all of the firm's major liquidity indicators are moving up**. In this key area, trends are even more important than raw data because liquidity is generally such a quickly changing condition.

It is positive that the company's cash and near-cash assets have grown relative to short-term obligations. This is particularly important because the company had slightly too much liquidity tied up in non-cash assets last period. It might be a good time to make more "investments" in these highly liquid accounts.

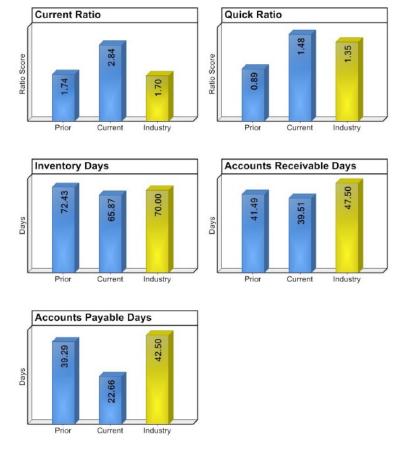
One negative trend that might hurt liquidity in the future is the decline in the firm's net profit margin, which will be discussed in the next section. For now, it is important to note that net margins direct long-term liquidity in the company. The Income Statement and the Balance Sheet influence each other from this perspective.

The company's accounts payable days ratio is low, but its inventory and accounts receivable days ratios are average or normal. This means that the company is paying vendor accounts early but collecting cash in a more normal manner. It is a minor point but in many cases, companies should not pay vendors earlier than how they are collecting revenues from customers.

There are many basic ways to improve cash flow and liquidity in the business. Some **possibilities** follow:

1) Review accounts receivable monthly and take aggressive action to collect "bad" accounts. Generally, there are almost always ways to be more aggressive in collections without losing customers. 2) Use as much trade credit as is possible and reasonable. 3) Increase/get a line of credit from the bank. 4) Offer different credit terms to different customers. It is often counterproductive to give the same credit terms to all different types of customers. For example, why provide credit to those customers who might be indifferent to it?

#### **ProfitCents**



#### PROFITS & PROFIT MARGIN



#### Are profitability trends favorable in the company?

This company does have an issue to address with regard to Income Statement performance: operating expenses. Even though sales are higher by 11.65%, net profits and net profit margins actually fell this period. This means that the company spent significantly more money on operating costs. Generally, it is acceptable to spend money on operating costs; the problem in this case is that the increased expenditures have not generated any more net profits in the company, at least as of yet. Right now, net profit margins are still relatively healthy for the business this company is in, but further margin reductions could put the company in a weaker position. The company should not overreact to these one-time results, but it will want to monitor net margins quite closely in the future. After all, while it is true that the company's net profitability is average, it is not outstanding for this industry. This is evident in the graph area of the report.

However, there is one more point to consider as well. It should be determined whether management is deliberately trying to keep profits and margins at only "average" levels. Perhaps the company is investing in future growth - expenses that will push higher long-term profits and sales. If this is the case, it is **not** 

#### Resource links

iLumen Benchmarking www.ilumen.com Crystal Dashboard Design

www.store.businessobjects.com \$495

ProfitCents <u>www.profitcents.com</u> \$948/user

QlikView Reporting www.qlikview.com

DataSelf Excel Add-in www.dataself.com

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SmartDraw www.smartdraw.com \$197

ZAP <u>www.zaptechnology.com</u>

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