

Daiichi Sankyo's Mila Tartakovsky Shares High-Performance Roadmap on CFO IQ

Mila Tartakovsky shares how CFOs can sustain high performance, empower teams, and balance wellbeing in today's fast-paced finance world.

CALIFON, NJ, UNITED STATES, October 31, 2025 /EINPresswire.com/ -- During a one-on-one

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High-performing CFOs empower their teams, embrace calculated risks, and focus on progress over perfection to drive sustainable success.”

Mila Tartakovsky, Daiichi Sankyo

podcast with Andrew Zezas — CFO IQ host and advisor to CFOs across the United States — Daiichi Sankyo's Head of US Finance and Global Oncology Finance, Mila Tartakovsky, offered a practical roadmap for CFOs who want to sustain high performance without sacrificing team effectiveness or personal well-being.

Drawing on her own experience leading global finance operations through a major ERP transformation and organizational globalization, Tartakovsky counseled that, “In today's volatile markets, CFOs must fundamentally

redefine what high performance means. Perfection is the enemy of progress.”

Today, high-performing CFOs “take calculated risks, learning from them, adjusting, and moving forward,” she told Zezas. “The actionable takeaway for finance leaders: create psychological safety that empowers teams to make decisions without complete information.”

Adds Zezas, “This means establishing a clear feedback loop within your team: What calculated risk are we taking? What do we expect to happen? What actually happened? What will we adjust? When you address these issues, you create a learning culture that drives continuous improvement.”

Tartakovsky also addressed cross-border integration, noting that in a global organization, “Technology solves the connectivity problem — but culture remains the real challenge.”

Tartakovsky tapped into her experience bridging American, European, and Japanese finance teams to develop solutions. “Our early conversations were between US and European colleagues, while our Japanese colleagues stayed very quiet,” she observed. “We learned to assume positive intent in all cross-cultural communications; and to pause, give them space, and ask questions to encourage participation.”

Zeas says this is a breakthrough insight: "When emails seem curt or meetings feel tense, recognize that different cultures communicate differently. What appears as silence may be thoughtful consideration; what reads as directness may simply be translation brevity."

Tartakovsky said that the most successful CFOs today aren't those with all the answers — instead, they're the ones who develop teams capable of finding answers independently.

"Leadership now is really empowering the people that support me, empowering them to step up and learn and lead themselves," she explained. This approach proved essential when she simultaneously managed global finance initiatives while supporting significant family commitments, being available for her daughter as she prepared for the 2024 Paris Olympics, while also helping her organize and oversee a wedding with 300 guests.

Managing extensive business travel across continents while supporting family milestones taught her a critical lesson about trade-offs. "It's a combination of all the small sacrifices and small trade-offs you make on a regular basis," Tartakovsky shared. Sometimes 80% is good enough, and that's okay."

"This isn't about lowering standards," observes Zeas. "It's about recognizing that perfectionism creates bottlenecks. When CFOs insist on reviewing everything or being involved in every decision, they can become a constraint on the team's performance."

The finance leaders who will thrive in today's complex environment are those who embrace a leadership philosophy built on empowerment, cultural intelligence, and self-compassion, according to Tartakovsky. "Everything will work out. It might not work out how you planned, but it will all work out," she told Zeas during the CFO IQ podcast.

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