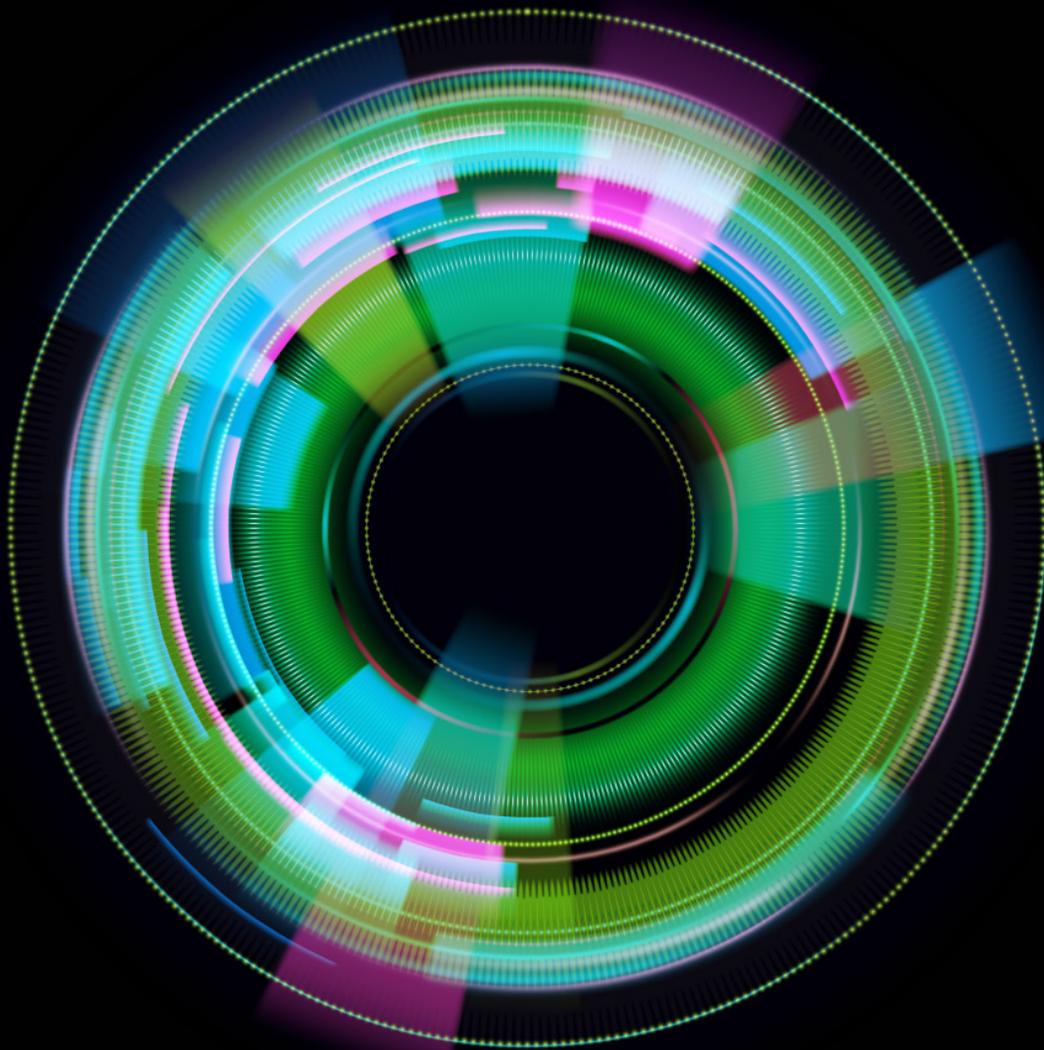


**Deloitte.**



**Shape your vision. Boldly.**  
Technology Executive Transition Lab

**The CIO Program**

# An immersive experience to map the next six months of your journey

In today's high-demand, high-risk, and cost-restrictive environment, with competing priorities and constant technological evolution, the role of the chief information officers (CIOs), chief technology officers (CTOs) and IT executives (referred to herein as "CIO") has expanded and become more complex. Technology executives across the globe are being called upon to carry out expanded leadership roles—capturing the full value of IT-driven business models and leading transformational change within their own organizations. Given these demands, it is not surprising that technology executive turnover is at an unprecedented rate.

The CIO Program brings together a multidisciplinary team of Deloitte leaders and experienced professionals to help technology executives get ahead—and stay ahead—in the face of growing challenges and demands. Whether you are a new or seasoned technology executive, whether new in your organization or role, or if you simply need to pivot to meet evolving business demands, the CIO Program can help you prepare for your specific transition.

The Transition Lab is an experience designed to help technology executives hit the ground running and develop a plan for success. The Lab agenda focuses on the three most important resources these executives must manage: time, talent, and stakeholder relationships.



Deloitte's Executive Transition Program conducted research with more than 100 executives from Fortune 1000 companies. Our research uncovered hidden insights about why transitions succeed, and why they frequently fail. The Technology Executive Transition Lab has been built around proprietary research Deloitte has done to capitalize on those insights, and culminates in a plan for you to:

- Define and communicate your **priorities**
- Assess and develop a **talent strategy**
- Understand and influence **key stakeholders**
- Develop an **action plan** for your next 180 days

# Examining your focus on time, talent and relationships

From juggling unexpected demands to shaping the right team, our research found that new technology executives are faced with many obstacles as they transition into their new leadership roles. Our Transition Lab agenda is focused on the three most important resources a leader must manage as clear drivers of success (or failure) in every transition: time, talent, and relationships.

## Resources

## In the Lab...



### Time

Crushing new demands will be made on your time, and you must treat it as your most valuable asset. What are your priorities, where do you want to spend your time, and how will you enforce that?

We will identify your forward-looking priorities and classify the urgency and importance of each.



### Talent

Accelerating the capabilities of the talent on your team helps to drive better value and allows you to re-allocate your time, for the best use of your time. Often, the executive's biggest regret is not moving fast enough on his or her talent challenges and opportunities.

We will examine capabilities and bandwidth of direct reports, as well as the scope and efficacy of reporting relationships.



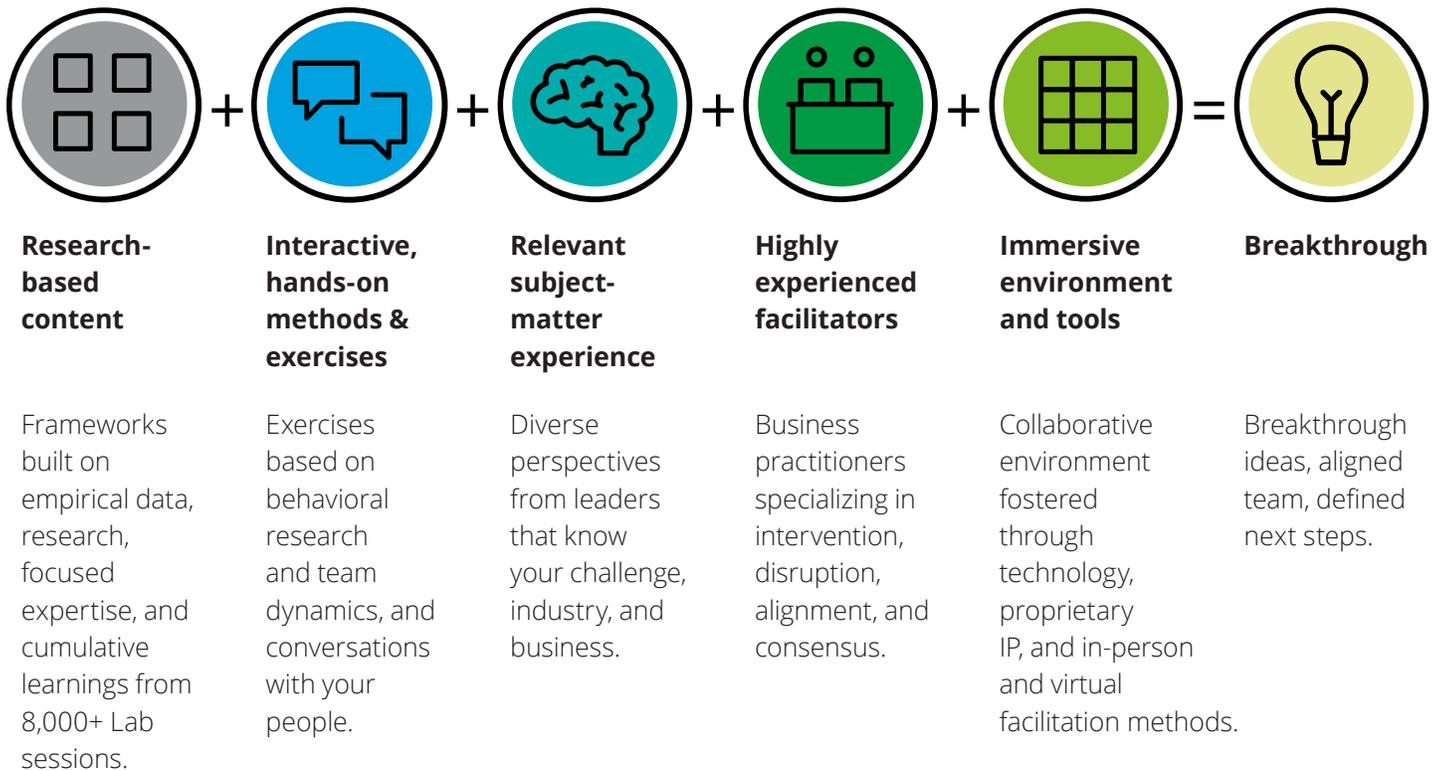
### Relationships

Technology executives who didn't make time to cultivate critical relationships later found those people became stumbling blocks. Who are your important stakeholders, and how will you communicate with them?

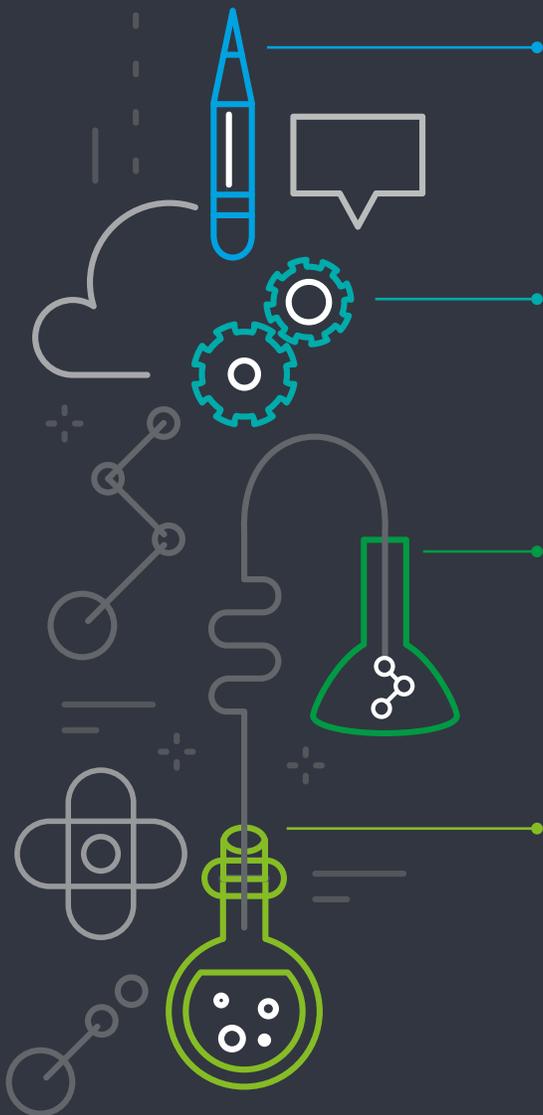
We will focus on the strengths of specific relationships and influence strategies important to a technology executive's ability to achieve the priorities.

As a result, we will support the executive in the Lab to create a 180-day action plan with specific, achievable milestones.

# The Lab formula



# Your time in the Transition Lab



## Hopes, fears, and legacy ... Start with your aspirations

To leave your mark, you first need to identify your goal. It starts with aligning where you want to go with where the organization needs to be in an unbiased environment.

## The four faces of the Tech Executive ... Consider where you spend your time

There will be endless demands on your time. The most successful technology executives determine early how to balance their time and energy across four critical roles.

## Talent and skills ... Assessing your team

Getting to the heart of talent issues quickly is at the center of every transition success story. Figuring out the team members who will advance your priorities is critical and needs to occur in an unbiased environment.

## Stakeholder analysis ... Examine relationships and influence

From managing relationships with key stakeholders to those within your IT organization, success will come from having a plan. You need to connect with and establish relationships with people who matter right away. Consider how you can further their agenda, as well as gain their support for tackling your biggest challenges.

# Moving from intent to action

Your Lab experience is designed to culminate in the creation of a 180-day plan, custom built around the top priorities you identify in the Lab. Key inputs into this plan include the actions and activities you identified as critical to help you build the right team and cultivate the support of your stakeholders.

The plan will include relevant organizational milestones as well as early wins and issues that require urgent attention. It will also lay out long-term priorities important to the success of the organization and your legacy as a chief information officer, chief technology officer, and/or IT executive.

To start planning your Transition Lab experience, please work with your account team, or contact:

## Anjali Shaikh

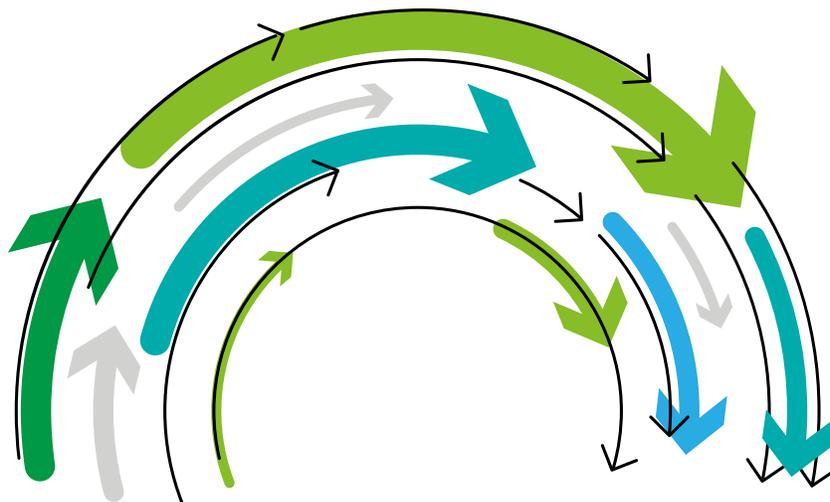
### Senior Manager

CIO Program Experience Director  
Deloitte Consulting LLP  
anjalishaikh@deloitte.com

## Natalie Andrus

### Manager

CIO Program Transition & Team Labs Lead  
Deloitte & Touche LLP  
nandrus@deloitte.com





#### **About Deloitte's CIO Program**

CIOs lead unique and complex lives—operating at the intersection of business and IT to deliver value to their organizations. To help CIOs manage these challenges and issues, Deloitte has created the CIO Program. The program provides distinctive offerings to support the CIO career lifecycle through leadership development programs, immersive lab experiences, insight on provocative topics, and career transition support to complement the technology services and solutions we provide to our clients.

Contact: [USCIOProgram@deloitte.com](mailto:USCIOProgram@deloitte.com) or visit: [www.deloitte.com/us/cio](http://www.deloitte.com/us/cio)

#### **About Deloitte**

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) for a detailed description of DTTL and its member firms. Please see [www.deloitte.com/us/about](http://www.deloitte.com/us/about) for a detailed description of the legal structure of Deloitte LLP and its subsidiaries. Certain services may not be available to attest clients under the rules and regulations of public accounting.