



CFO Transition Lab™

Plan ahead

Boards and CEOs are calling upon CFOs to expand their leadership role and serve as a strategic partner to the organization, and CFOs increasingly must oversee other critical matters, such as information technology and human resources. Given the increasing demands of the role, it's not surprising that CFO turnover is high.

We created the CFO Transition Lab specifically to help newly appointed CFOs—including those with prior CFO experience—make efficient and effective transitions to the expanding demands of the CFO.

Map the next six months of your journey—in one day

Our Labs are one-day experiences based on our extensive research, and the experience can help develop finance leaders. The agenda of each Lab focuses on the three most important resources CFOs should manage during times of significant change: personal and organizational time management, talent in the finance organization, and critical stakeholder relationships.

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The Labs can help CFOs as they create a tangible 180-day work plan with four work streams:

- Define and communicate priorities
- Assess and develop a talent strategy
- Understand and influence specific stakeholders
- Frame concrete actions to achieve priorities

In the Lab, participants can explore:

- **Hopes, fears, and legacies:** Define a "north star" and consider the CEO's agenda
- **Organization strengths:** Evaluate the finance organization's current versus desired strength in key areas
- **Priorities:** Use Deloitte's Four Faces of the CFO framework to identify priorities and classify the urgency and importance of each
- **Communication strategies:** Develop language to communicate strategic priorities to stakeholders
- **Confidence:** Assess the preparedness of the finance organization to execute top priorities and identify ways to increase confidence in outcomes
- **Talent:** Examine capabilities and bandwidth of direct reports, as well as the scope and efficacy of reporting relationships
- **Relationships:** Focus on the strengths of key relationships and influence strategies needed to achieve priorities
- **180-day plan:** Create action plans with specific milestones



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