

# CFO Transition Lab™

## Plan ahead



CFOs across the globe are being called upon to fill expanded leadership roles. Boards and CEOs want them to be strategic partners. In addition, CFOs increasingly have to oversee other critical operations, including information technology and human resource issues of their finance organisation. Given these demanding roles, it is not surprising that CFO turnover is high. That is why we created a powerful CFO Transition Lab experience – to help newly appointed CFOs, including those with prior CFO experiences, make an efficient and effective transition.

### Planning ahead:

What CFOs can explore in the Lab

- Transition experiences – critical moments and organisational context
- Hopes, fears and legacy – mapped to what is known about their CEO's agenda
- Priorities – use Deloitte LLP's Four Faces of the CFO framework to identify priorities and classify the urgency and importance of each
- Confidence – assess the preparedness of their finance organisation to execute top priorities and 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 strength of specific relationships and influence strategies important to the CFO's ability to achieve priorities
- 180-day plan – CFOs can create an action plan with specific milestones

### A single day to map the first six months of your journey

Our CFO Transition Lab is a one-day experience based on our extensive research on CFO transitions.

The agenda focuses on the three most important resources CFOs should consider managing during their transitions: personal and organisational time management, talent in the finance organisation, and critical stakeholder relations.

The CFO Transition Lab builds on our *Taking the reins: Managing CFO transitions* research to help CFOs as they create a tangible 180-day work plan with four work streams:

1. Define and communicate priorities
2. Assess and develop a talent strategy
3. Understand and influence specific stakeholders
4. Frame tangible actions to execute priorities

#### Contact

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