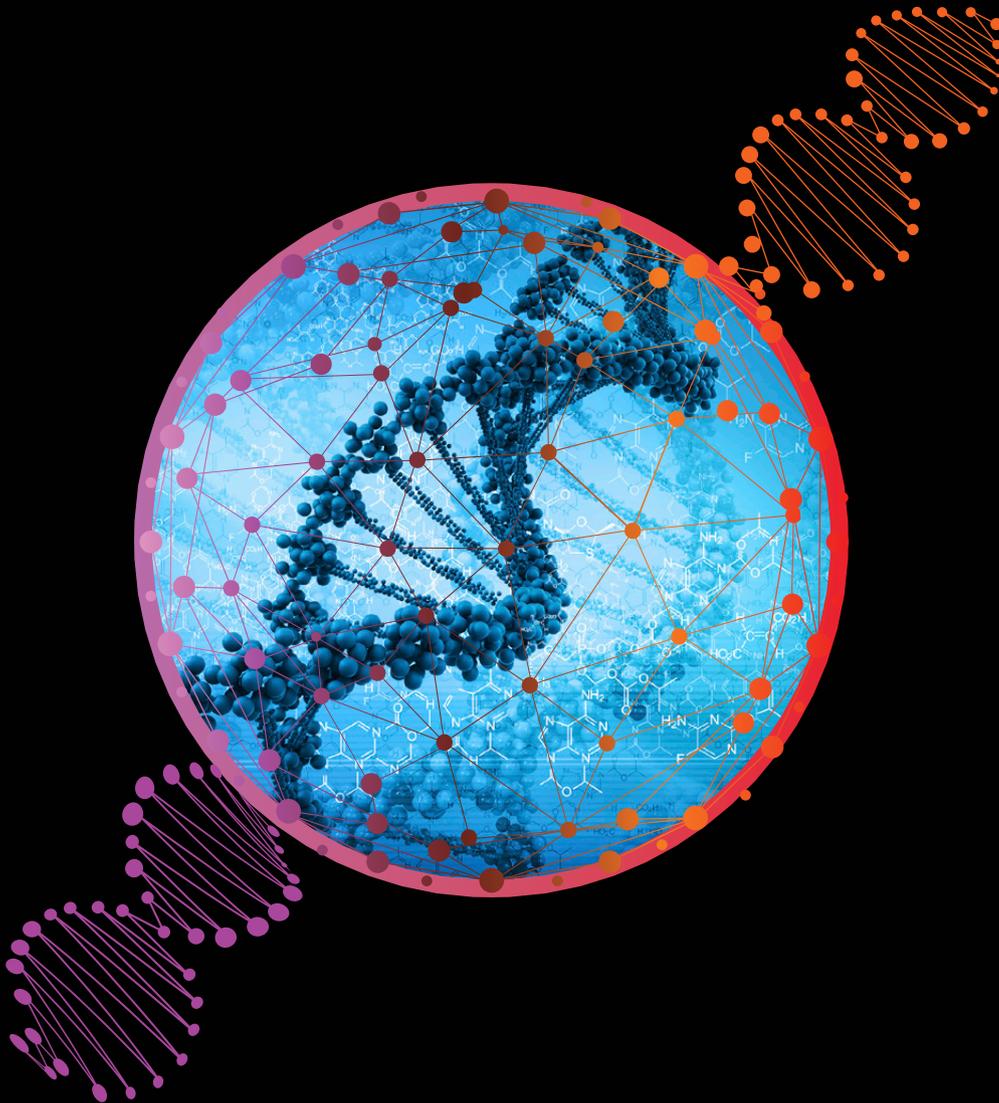
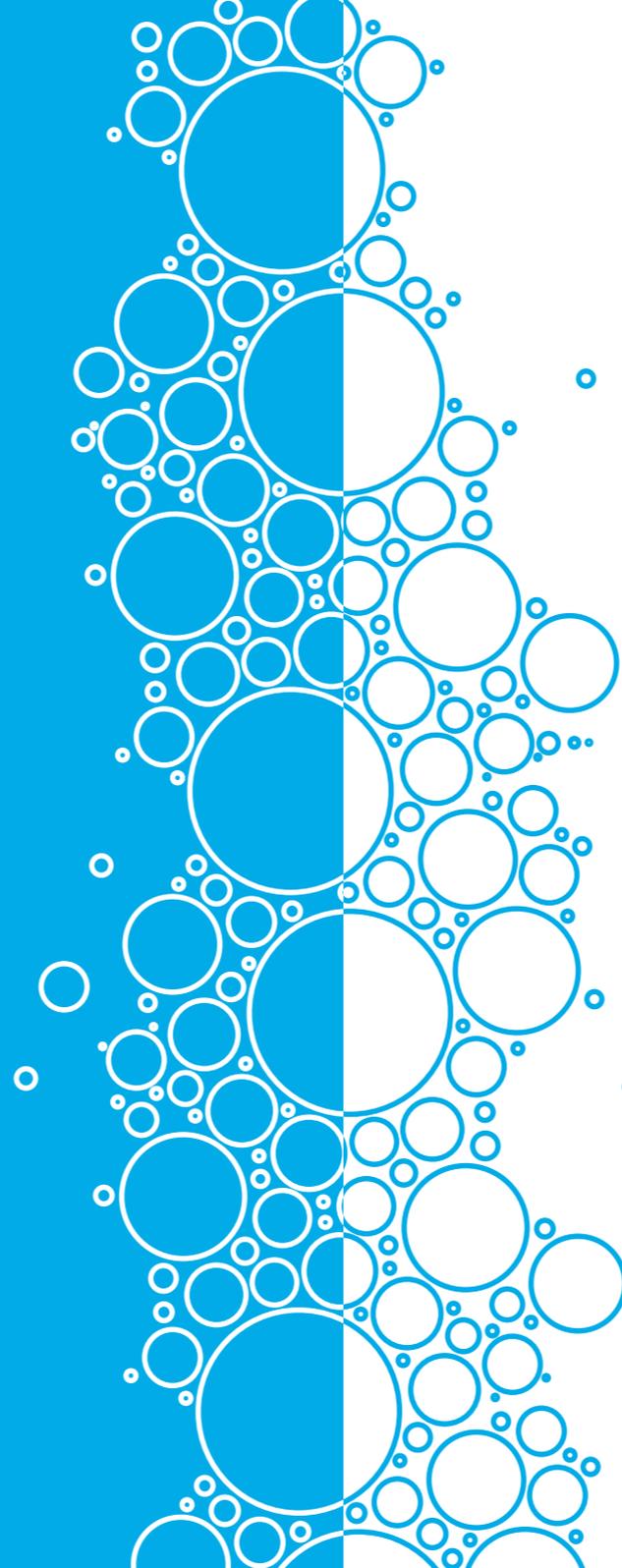


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The Deloitte Executive Institute
C-suite impact that matters



4  %

of all executive transitions *fail* in the first 18 months

The Deloitte Executive Institute

Developing the leaders of tomorrow

Launched in 2001, the Deloitte Transition Lab is specifically designed to support leaders at the most challenging and critical times in their career.

Whether you are stepping up to the executive role for the first time or are a seasoned executive, a structured plan is critical to success.

Transition Labs are designed and equally effective for:

- First time executives;
- Experienced executives moving industry or organisation; and
- Executives looking to refresh their priorities and plan objectives in their current role, e.g. following a change in leadership or a change in organisational strategy.

The **Deloitte Executive Institute** is designed to make sure that executives fall into the **other 60%**

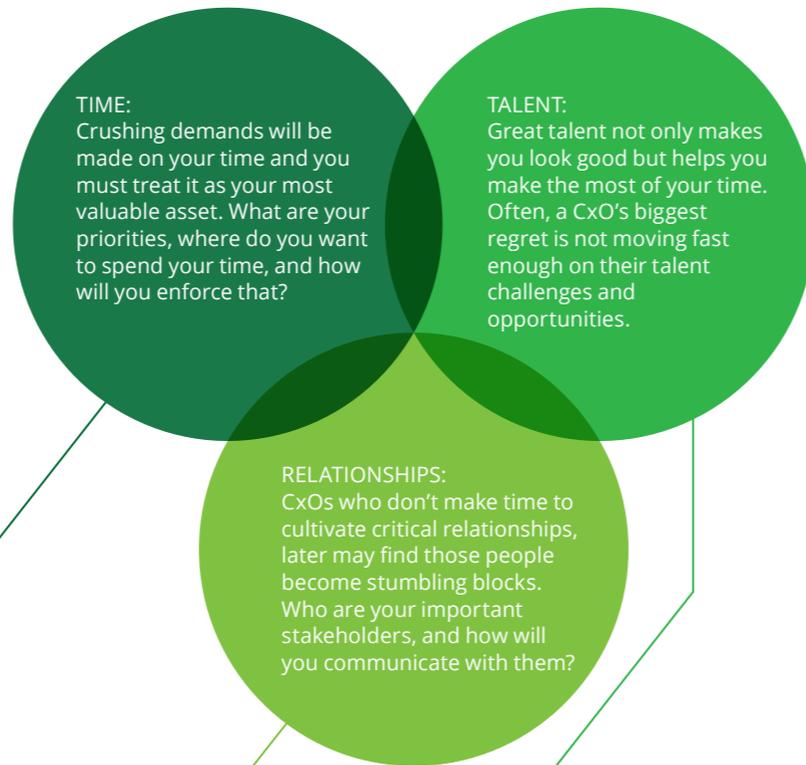
An executive's currency

Time, talent & relationships

Deloitte's Executive Institute offers unique Executive Transition Labs based on Deloitte's extensive research on CxO transitions, which found that the three critical resources a transitioning executive must manage are their time, talent and relationships.

The transition lab builds on this research to help executives create a tangible 180 day work plan to:

- Define and communicate their specific priorities
- Assess and develop a talent strategy
- Understand and influence specific stakeholders
- Frame tangible actions to execute priorities



Effective transitions

Targeted research underpins the lab design



Combining leadership and business strategy to maximise impact

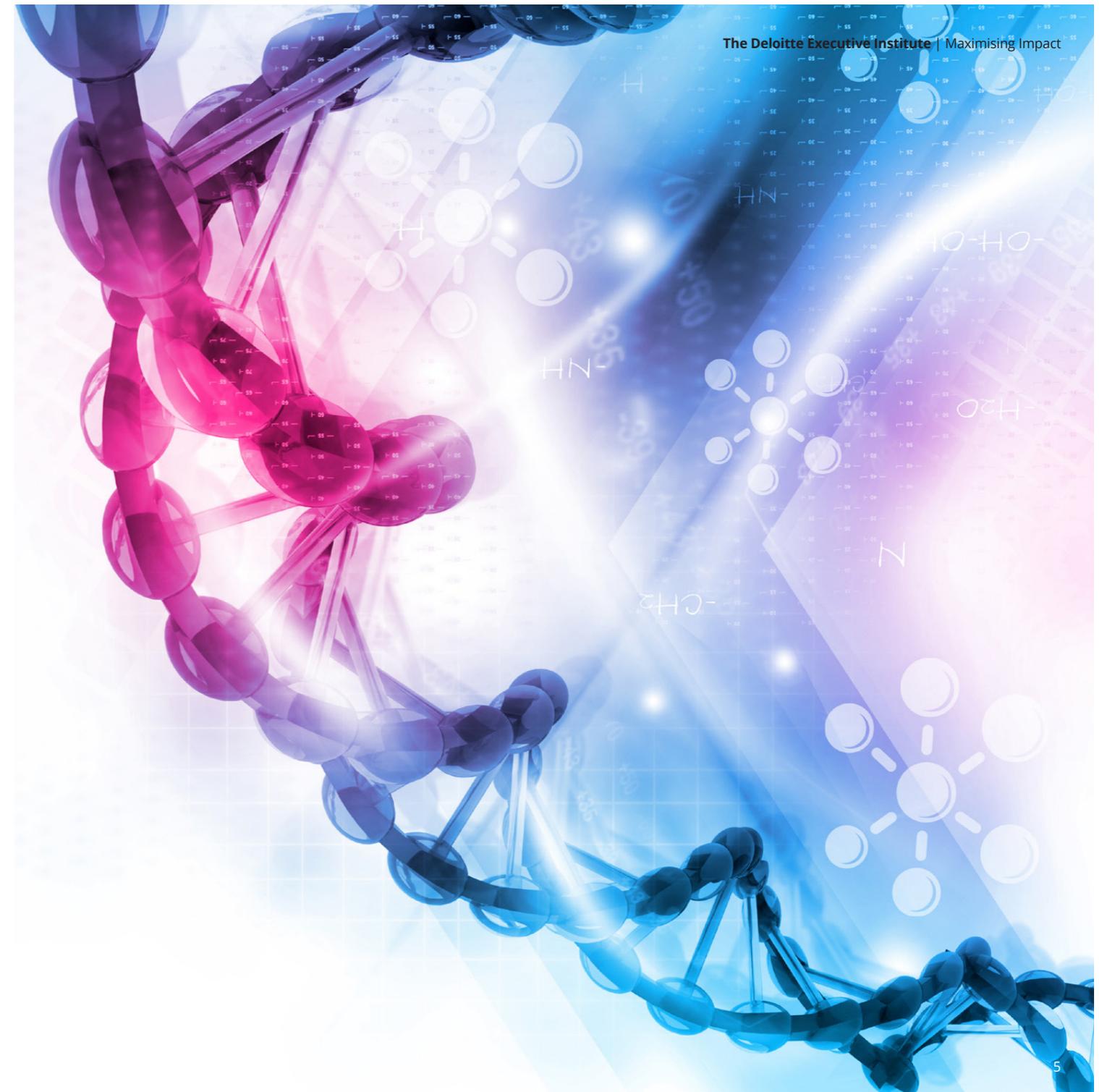
Executive As A Leader

- Clarifying the role
- Defining the mandate - what only the executive can do
- Understanding personal leadership style

Business & Strategy

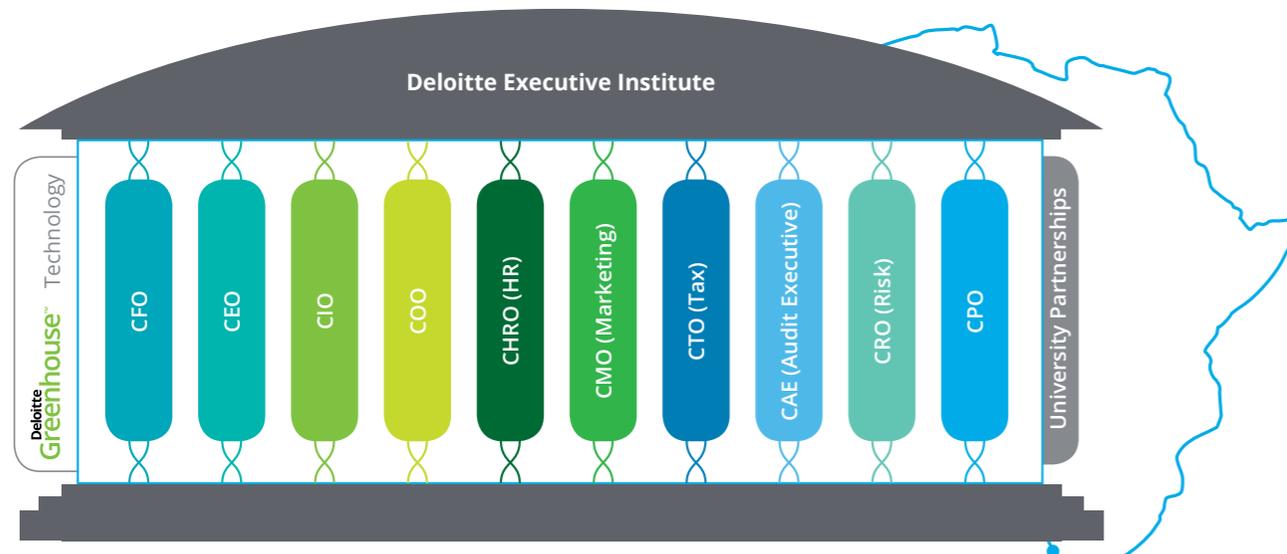
- Defining a clear strategy and agenda
- Crystallising opportunities for maximum return on effort
- Designing an executive plan

- Maximising the personal success of the CxO as they transition into their new role or create an inflection point for the organisation
- Equipping the CxO to prioritise those items that will put the organisation or department on a winning trajectory



Deloitte Executive Institute

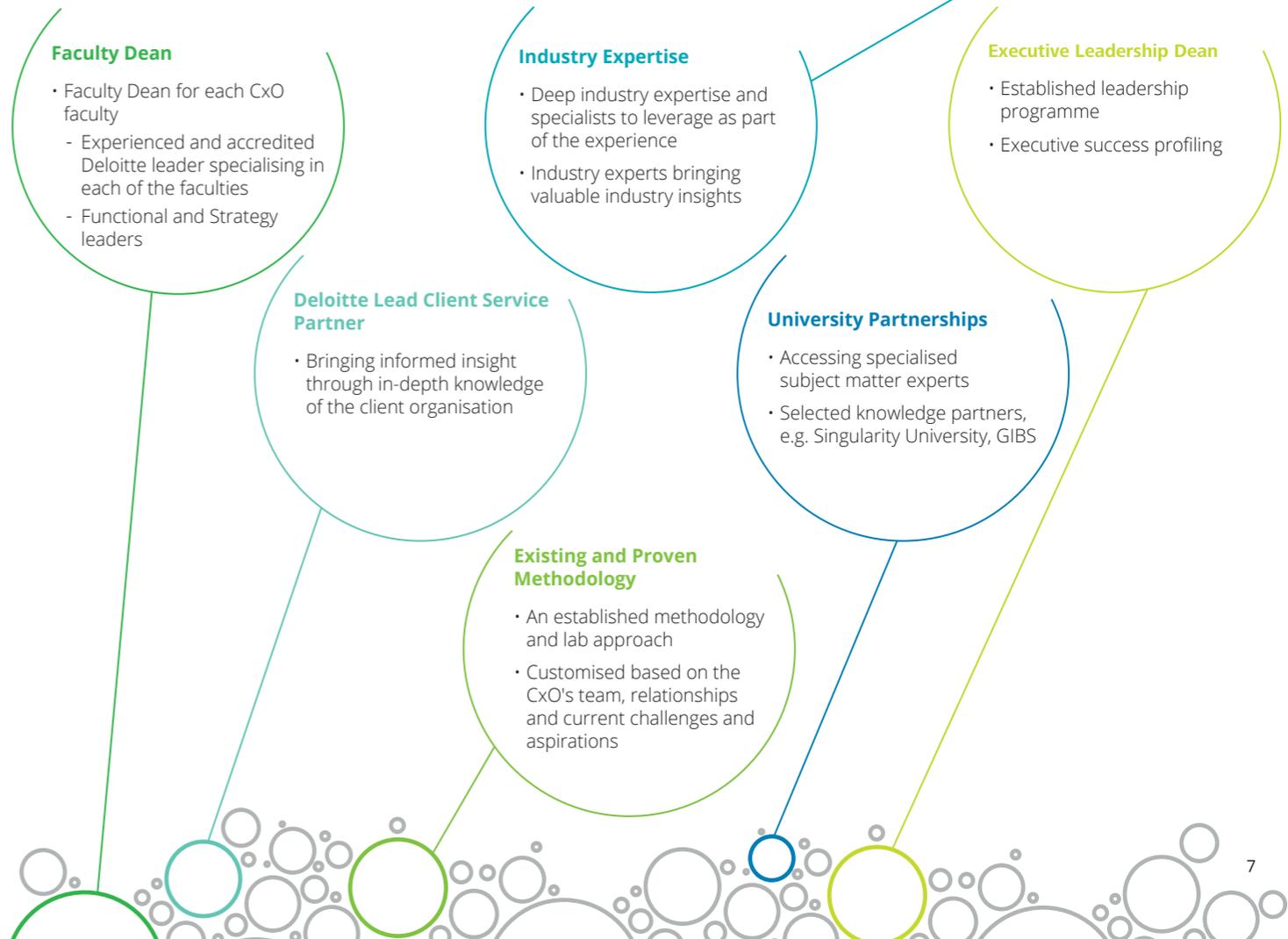
An established solution for the full C-Suite



- Leveraging Deloitte's expertise and industry knowledge to support the CxO in making the intended impact in their organisation
- Driving results through specialised and dedicated faculties
- Supporting the C-suite across the African continent

Delivery model

Bringing the depth and breadth of Deloitte



Faculty leaders

Each Faculty comprises of:

- Faculty Dean who is a functional expert
- Accredited Facilitators
- Purpose built executive panels based on extensive research conducted for each functional area
- Accredited Lab Managers
- Specifically designed venues to maximise the value of the experience



Thiru Pillay
Institute Dean

Thiru is the Managing Director of the Consulting business of Deloitte in Southern Africa. As a consulting professional, he has led and advised a wide range of projects including large transformation programmes, strategy development and implementation initiatives, technology implementations, and various business improvement projects. He has specialised skills in Business Strategy, Merger Integration and Organisation Transformation and has worked with clients across industries and functional areas.



Carryn Tennent
CFO Faculty Dean

Carryn is the Finance Transformation Leader for our Africa business. She is a leading specialist in defining and executing Finance strategy to solve complex business issues with over 15 years' experience in delivering large cross-functional, business-critical Finance Transformation and Enterprise Performance Management (EPM) programmes across a range of global organisations.



Andrew Lane
CEO Faculty Dean

Andrew is a Partner in the Monitor Deloitte Strategy business. He specialises in operational improvement, operational turnarounds, performance improvement, and strategy development for private, listed and parastatal companies. His strategy expertise spans portfolio strategy, corporate and business unit strategy, growth strategy, and sustainability strategy.



Neville Hounsom
CMO Faculty Dean

Neville Hounsom is a Director in our Strategy & Innovation practice with 18 years of management consulting experience. Neville specialises in large scale change/transformation, performance improvement and strategy projects. His expertise is complimented by his extensive international experience, having worked in London for nine years. As the leader of the Strategy & Innovation Consumer Services practice for Deloitte in Africa, Neville is the proud Faculty owner for the CMO Executive Lab offering.



Annelies Dieusaert
CTO Faculty Dean

Annelies is a Director in Tax Management Consulting and has over 15 years of experience in the tax, finance and technology space. Her focus is on optimising tax processes through technology. Having lead global projects in countries such as the UK, Russia, Switzerland and Belgium, she has extensive experience in cross border tax risk management. She has been involved in projects across Europe covering tax transformation projects, control advisory and implementation of tax strategy and technology. She has facilitated labs for a number of multinational groups where she assisted the Tax Executives, and at times their wider team, in transitions and transformational work.



Riaz Osman
CIO Faculty Dean

Riaz is currently a Director at Deloitte Consulting, focussing on the Technology consulting business. He has over 20 years of experience in large scale business and technology transformation, across multiple geographies and industries. Riaz has worked for a number of global organisations, performing roles such as Industry Leader, Chief Information Officer and Chief Operating Officer. He is passionate about making businesses and professionals succeed, especially by harnessing the power of innovative and leading edge technology.



Trevor Page
CHRO Faculty Dean

Trevor Page is a Director with Deloitte South Africa and a leader in the Human Capital Consulting Practice within Deloitte Consulting. He specialises in Human Capital and Business Transformation Consulting and over his 20 years of experience at Deloitte has worked across a broad spectrum of industries with global organisations. Trevor is the Global Leader for Organisation Design for Deloitte Consulting responsible for research and methodology development.



Rushdi Solomons
CAE and CRO Faculty Dean

Rushdi is a Partner within Deloitte Risk Advisory. He is the Internal Audit Leader for Africa as well as the Performance Audit Leader. He has extensive experience servicing various clients in the private and public sectors, and as the Faculty Leader for both CAE and CRO Labs, Rushdi supports individuals in addressing their challenges relating to Internal Audit, Governance, Risk, Compliance and Controls.



Hilton Amsel
CPO Faculty Dean

Hilton is an Associate Director in the Strategy and Innovation consulting business. Hilton leads the Supply Chain practice and focuses on supporting CPO's and Supply Chain Directors in major clients, both in the private and public sectors. Hilton's deep knowledge and experience in Supply Chain positions him to support clients with complex supply chain challenges related to sourcing, planning, distribution, logistics, and manufacturing operational function areas.

Deloitte Executive Institute The CxO Lab

What is the CxO Lab?

Who is the lab for?

- First time executives
- Experienced executives moving industry or organisation
- Executives looking to refresh their priorities and plan objectives in their current role, e.g. following change in leadership or change in organisational strategy

Focus of the labs

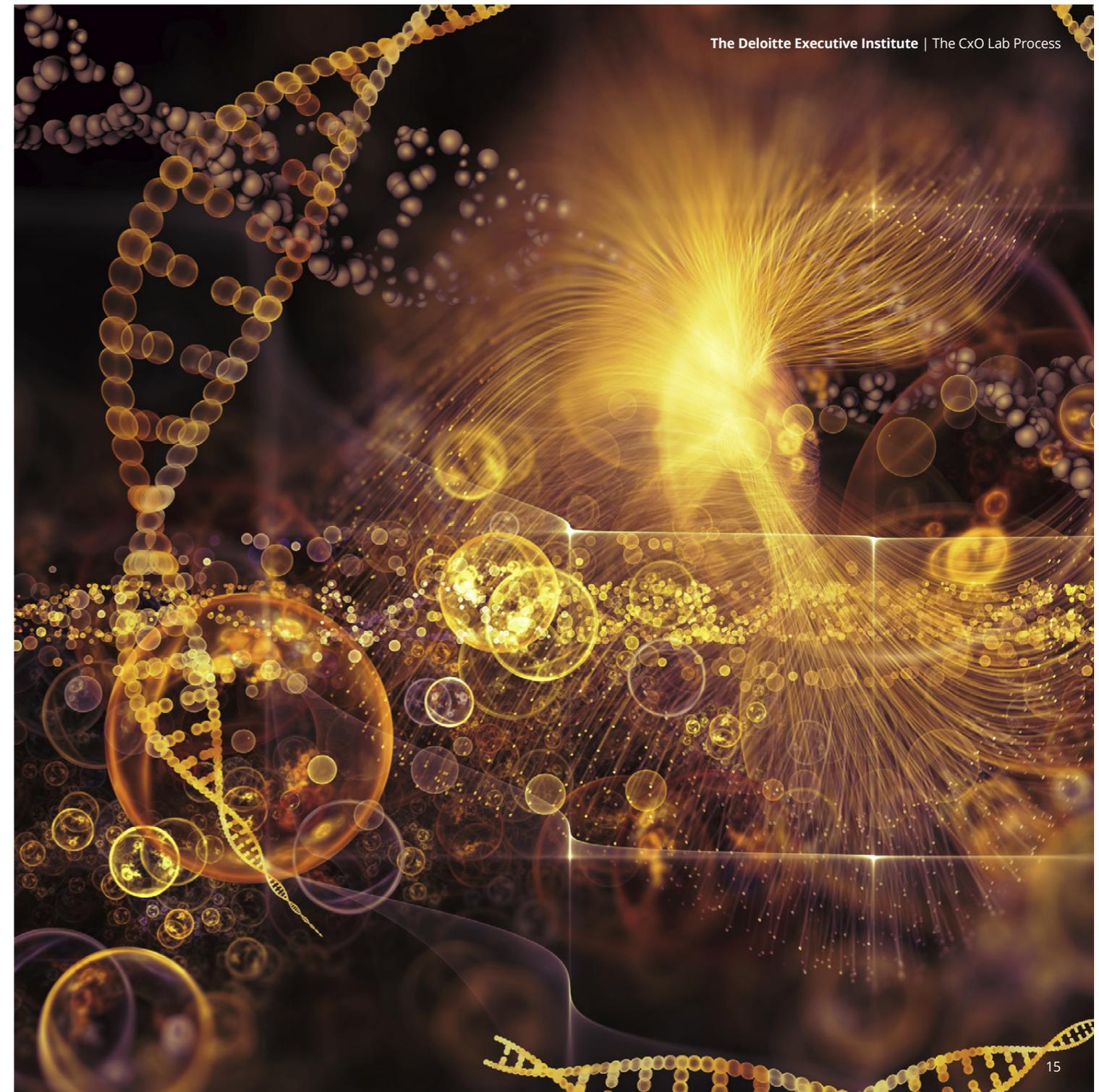
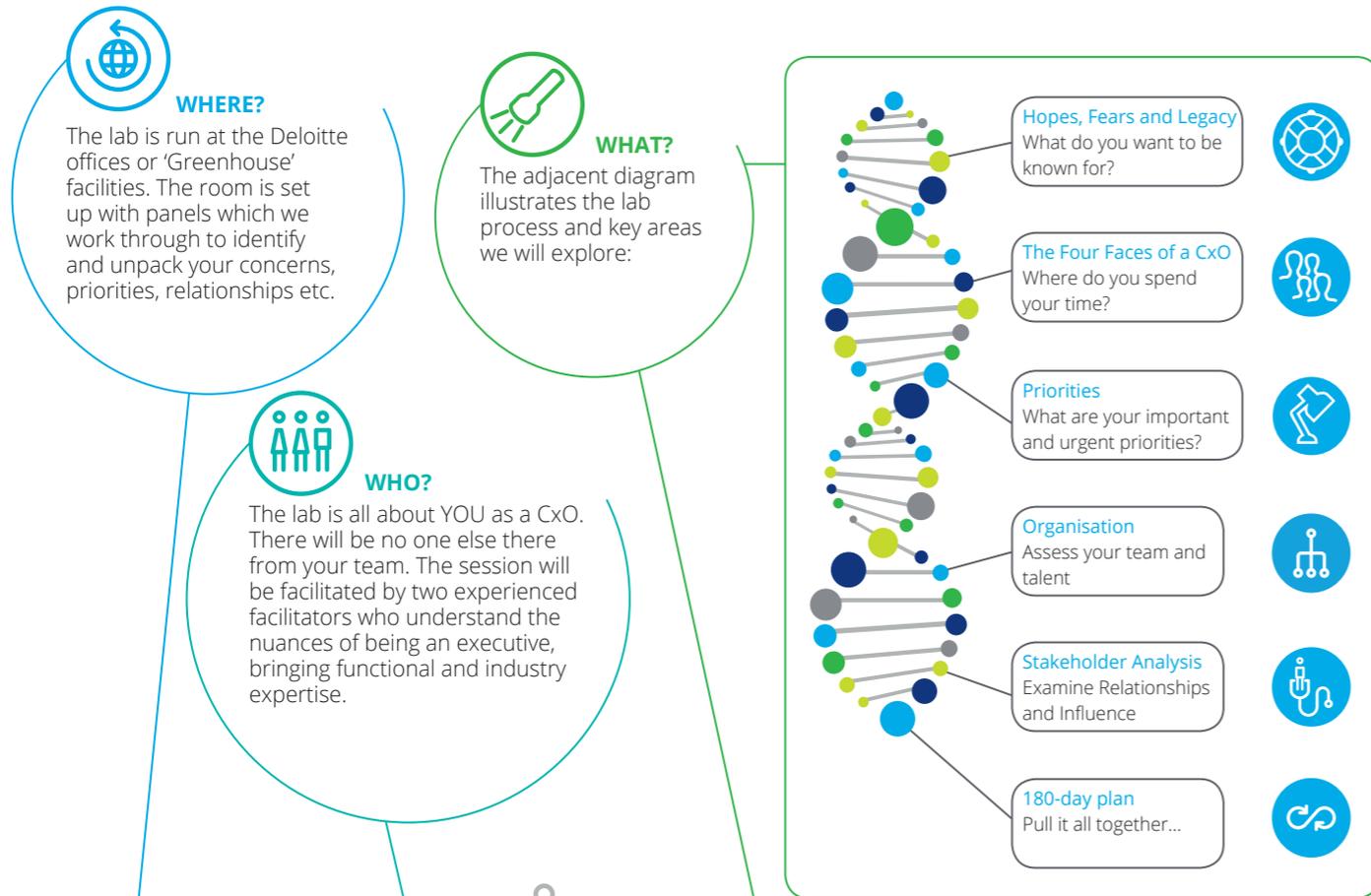
- Defining aspirations
- Considering where time is spent
- Assessing team and talent issues
- Examining relationships and influence
- Building a bespoke 180-day plan

Format and Approach

- A very confidential 1 day experience that creates a "safe place" for the executive to explore ideas/alternatives and address topics on personal leadership
- Upfront discussions with key stakeholders on a confidential basis to gain the organisation's perspective
- Where appropriate, working to build the "energy" of the organisation to underpin the executive's position

The CxO Lab Process

The CxO lab follows a structured process, with the final result being a **180-day** plan on how you are going to execute on your top identified priorities



The result

A crisp, actionable plan for success



CxO's 180-day plan

Moving from intent to action requires a plan

Your Lab culminates in the creation of a plan that you are confident to execute. The plan is populated with relevant milestones including issues that require immediate attention, as well as longer-term priorities that are critical to the success of the organisation and your legacy.

The Lab is customised to your top priorities and based on the identified actions and how you will use your time, talent and relationships to achieve success.

Contacts



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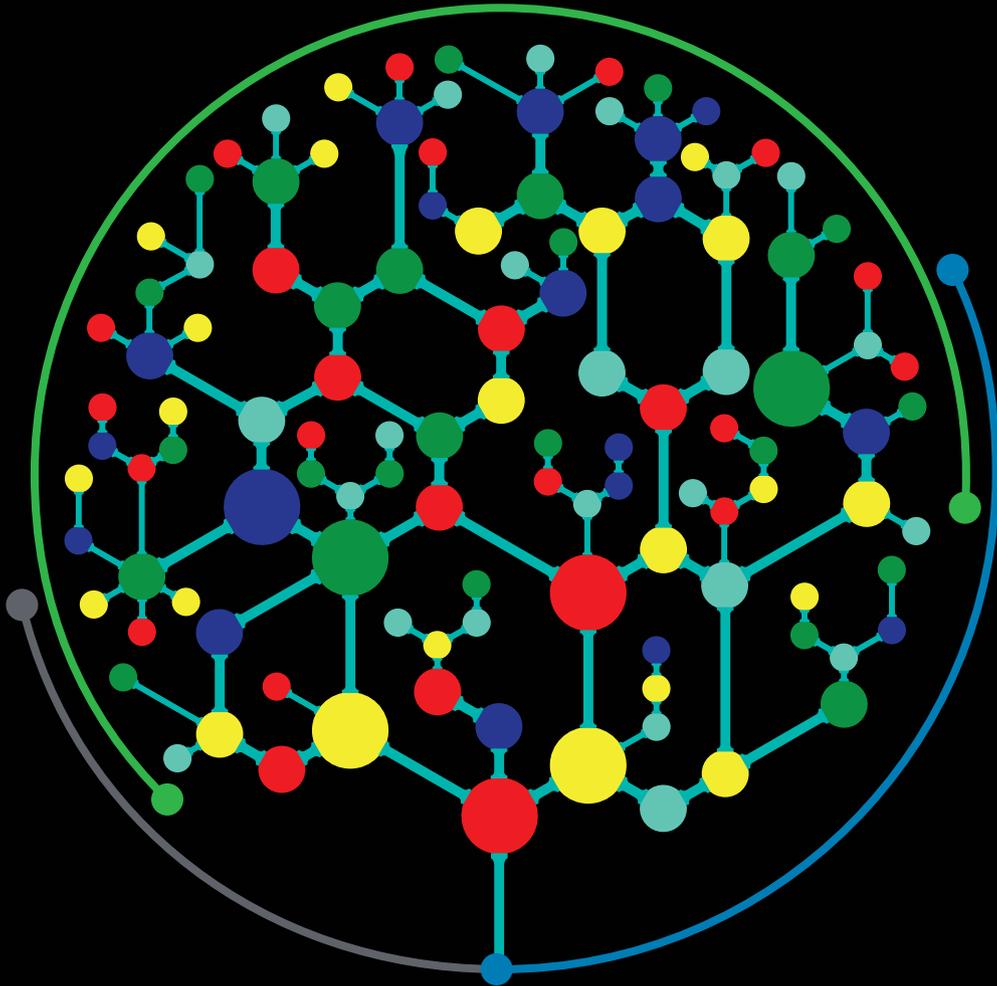
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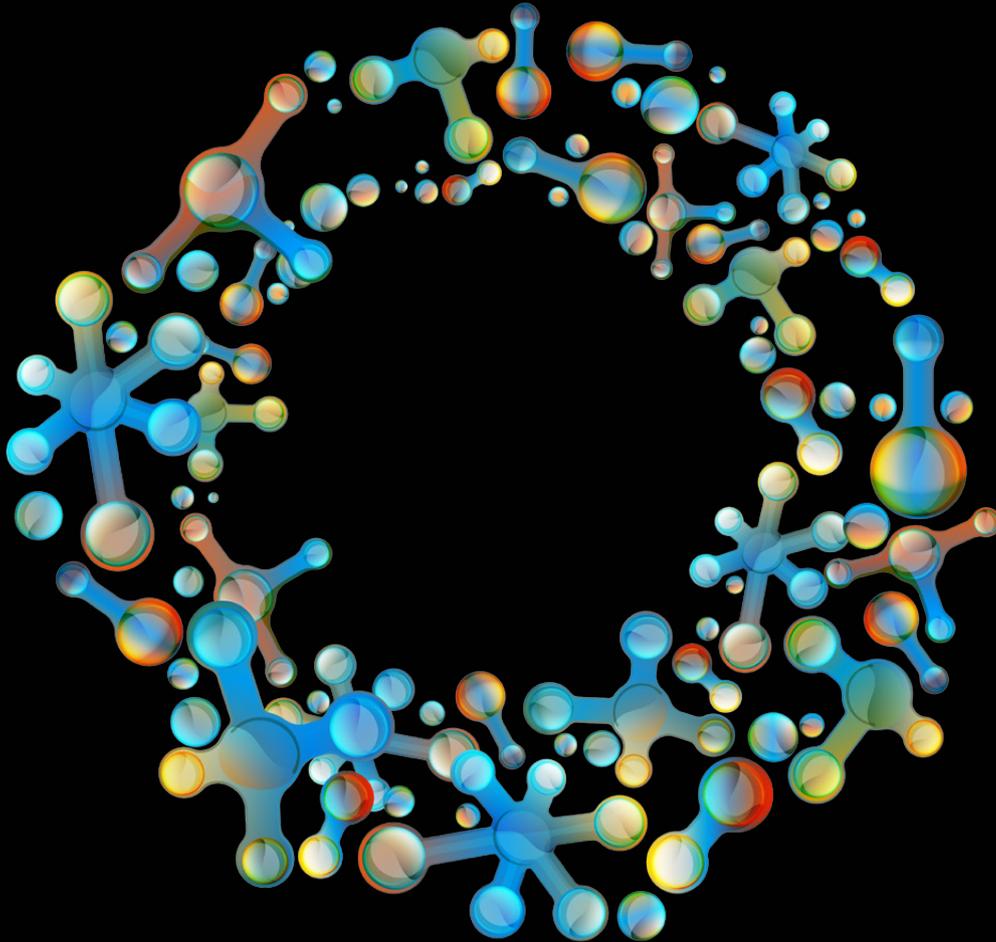
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