



CFO Transition Lab™

Plan ahead

Boards and CEOs are calling upon CFOs to expand their leadership capabilities and serve as strategic partners to their organizations. At the same time, chief financial officers are increasingly overseeing other critical matters related to business strategy.

Deloitte's CFO Transition Labs are specifically designed to help newly appointed CFOs—including those with prior CFO experience—make efficient and effective transitions to the expanding demands of the role.

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

Labs are one-day sessions based on the CFO Program's extensive research that offer a tailored experience to help finance leaders navigate their new role. The Lab agenda 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.

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

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



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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

CFO Program mission



Inform: Provide an extensive and timely catalogue of CFO-focused content to educate CFOs so they can reach both business goals and career aspirations.



Connect: Connect CFOs with peers and subject-matter resources across a wide range of issues.



Advance: Help develop CFOs’ hard skills—and soft skills—so they can develop and lead finance organizations, influence other business leaders, and expand their own career opportunities.

The CFO Program

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