

**Deloitte.**

**The CLO Program**



**The Future of Legal. Reimagined.**  
Chief Legal Officer Transition Lab

# 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 chief legal officers (CLOs) has expanded and become more complex. CLOs across the globe are being called upon to carry out expanded leadership roles—delivering strategic, forward-looking legal advice and leading transformational change within the legal function.

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

The CLO Transition Lab is a one-day experience designed to help CLOs hit the ground running and develop a plan for success. The Lab agenda focuses on the three most important resources a CLO 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 CLO Transition Lab has been built to capitalize on those insights and culminates in a lab formula designed to help you succeed.

Virtual and in-person labs are available

# One day that can change everything

The CLO Elevate Lab is an engaging, interactive session shaped by Deloitte's deep experience working side-by-side with successful CLOs before, during, and after they assume this important role. The agenda is centered around four work streams:



1  
Define and communicate your priorities



2  
Realign the talent strategy for your team

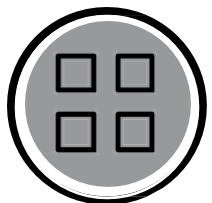


3  
Understand and influence key stakeholders



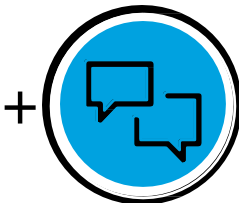
4  
Frame concrete actions to achieve priorities

## The Lab formula



**Research-based content**

Frameworks built on empirical data, research, focused expertise, and cumulative learnings from 3,000+ Lab sessions.



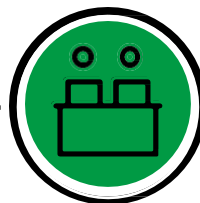
**Interactive, hands-on methods and exercises**

Content informed by insights from stakeholders you identify and exercises based on behavioral research and team dynamics.



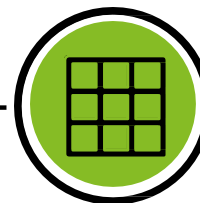
**Relevant subject-matter experience**

Diverse perspectives from leaders that know your challenge, industry, and business.



**Highly experienced facilitators**

Business practitioners specializing in intervention, disruption, alignment, and consensus.



**Immersive environment**

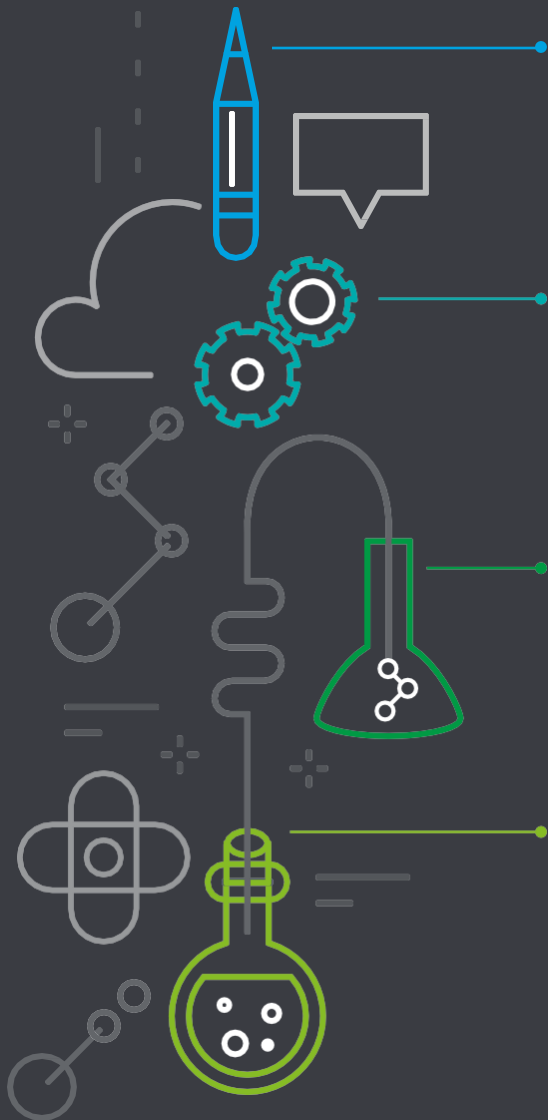
Whether virtual or in person, a collaborative environment that leverages technology, proprietary IP, and proven facilitation methods.



**Breakthrough**

Breakthrough ideas, aligned team, defined next steps.

# The focus of your CLO 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.

## **Strategies and priorities... Consider where you focus your energy**

There will be endless demands on your time. The most successful CLOs determine early how to balance their time and energy and focus in on the most critical priorities.

## **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.

## **Stakeholder analysis ... Examine relationships and influence**

It is critical to identify your key stakeholders, make time to cultivate your relationship with them, and understand how to successfully influence and support them.

# 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 legal officer.

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

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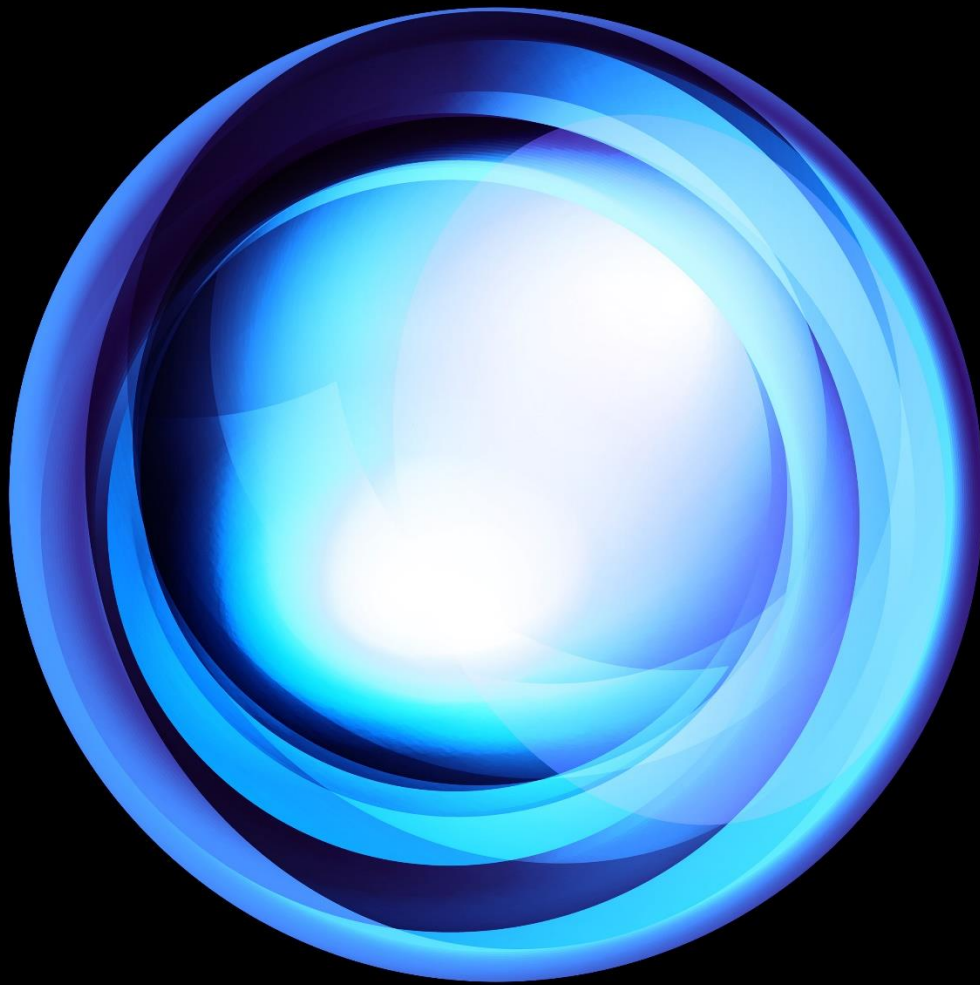
Deloitte's Chief Legal Officer ("CLO") Program is an integrated program that helps legal executives bring more value to the business world as they grow in their careers. We invite legal executives from select client organizations to participate in an interconnected series of professional development and networking programs. Whether you and your team experience only one program or progress through all of them, each offers valuable insight for you and your legal department. Contact: [USCLOProgram@deloitte.com](mailto:USCLOProgram@deloitte.com) or visit: [www.deloitte.com](http://www.deloitte.com)

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**Deloitte.**

**The CLO Program**



**Accelerate your leadership journey**  
Chief Legal Officer Elevate Lab

In today's high-demand, high-risk, and cost-restrictive environment, with competing priorities and constant technological evolution, the role of chief legal officers (CLOs) has expanded and become more complex. CLOs are being called upon to carry out expanded leadership roles—delivering strategic, forward-looking legal advice and leading transformational change within the legal function.

**Thrive and  
accelerate** in  
times of change



CLOs have always played a critical role in managing a company's risk; constantly changing regulatory and operational environments come with the territory. However, as the organization evolves, CLOs must identify new ways to transform amid competing demands, internally and externally. CLOs are being called upon to expand their leadership role to drive transformational change.

Moving from  
**intent to action**  
requires a plan



To support seasoned CLOs at critical points on their career journey (whether transitioning to another company, entering a new industry, or simply needing to pivot to meet evolving demands), and to help them reach their strategic goals, the Chief Legal Officer Elevate Lab (the Lab) is designed to help CLOs prepare for the road ahead. The Lab brings together a multidisciplinary team of experienced Deloitte leaders to help CLOs get ahead (and stay ahead) in the face of growing challenges and demands.

**Elevate your  
game** in a  
single day



The Lab is an eight-hour immersive experience designed to help CLOs thrive and succeed in their role. The agenda uses proprietary research Deloitte developed from interviews with more than 100 executives from Fortune 1000 companies. Capitalizing on those insights, the Lab focuses on the three most important resources any CLO must manage: time, talent, and relationships. At the close of the Lab, the CLO will have a tailored, 180-day action plan to help drive success.

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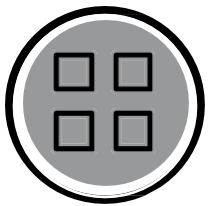


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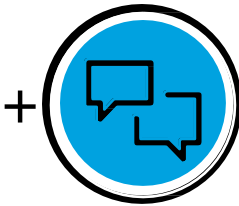
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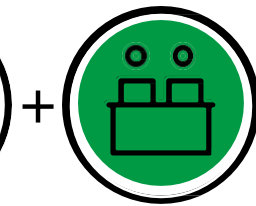
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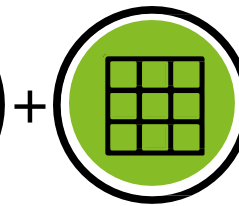
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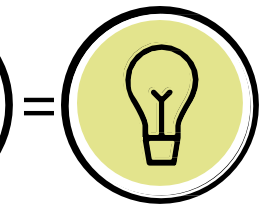
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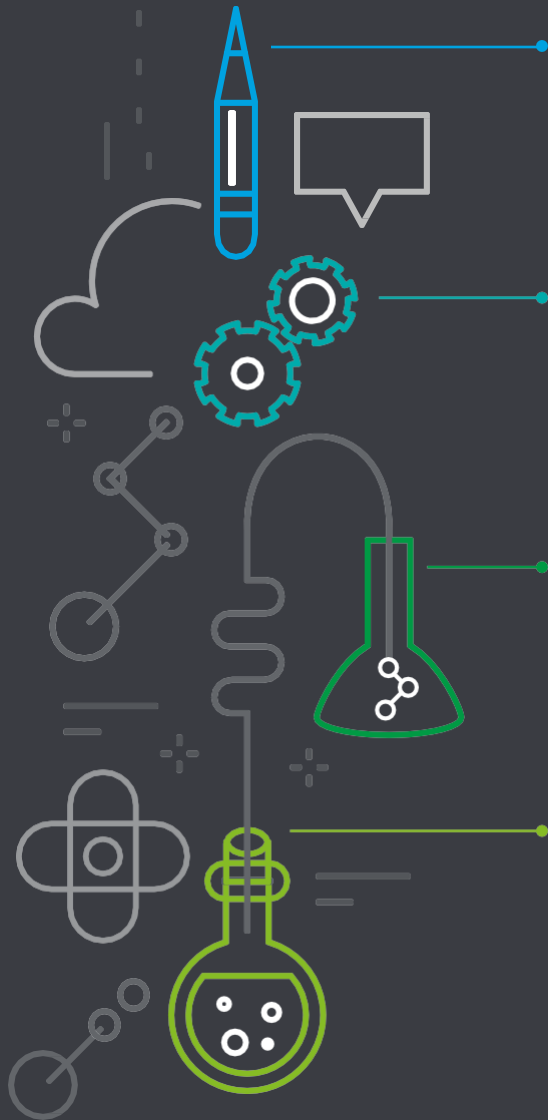


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## **Strategies and priorities: Consider where you focus your energy**

There will be endless demands on your time. Successful CLOs determine how to balance their time and energy and focus on the most critical priorities.

## **Talent and skills: Assessing your team**

Getting to the heart of talent issues is at the center of every leadership success story. Figuring out the capabilities and bandwidth of direct reports, as well as the scope and efficacy of reporting relationships, is critical.

## **Stakeholder analysis: Examine relationships and influence**

It is critical to identify your key stakeholders, make time to cultivate your relationships with them, and understand how to successfully influence and support them.

# Taking the reins

To drive focus and align goals, the CLO Elevate Lab culminates in the creation of an actionable plan built around top priorities and milestones identified during the session. It will include early wins along with issues that need urgent attention, as well as longer-term priorities that are important to the success of the organization.

## Experience excellence

This experience requires time away from the daily grind to break through the clutter, catalyze new thinking, and develop a plan of action. The experience can help in three key areas:

- Empower performance excellence by optimizing the CLO skills to execute and lead
- Enhance and elevate the value a CLO brings to the organization
- Expand the impact and ability to manage the complexities of the role

## Let's talk

For more information, contact your Deloitte leader or one of the following:

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For additional inquiries about our Chief Legal Officer (CLO) Program, please feel free to contact us at [US Chief Legal Officer Program](#).



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