

The future of compliance. Reimagined.
Chief Compliance Officer Transition Lab

The chief compliance officer (CCO) is an important member of the executive management team. Driving ethics and compliance activities across the enterprise, the CCO is a critical leader of ethics, integrity, culture, and compliance strategy. To protect the corporate brand and to mitigate risks, a CCO must have a seat at the table.

Thrive and
accelerate in
times of change



CCOs 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, CCOs must identify new ways to transform amid competing demands, internally and externally. CCOs are being called upon to expand their leadership role to drive transformational change.

Moving from
intent to action
requires a plan



To support newly appointed CCOs at critical points on their career journey (whether they're new to the organization or to the role itself), and to help them reach their strategic goals, the Chief Compliance Officer Transition Lab is designed to prepare CCOs for the road ahead. The Lab brings together a multidisciplinary team of Deloitte leaders and experienced professionals to help CCOs get ahead (and stay ahead) in the face of growing challenges and demands.

A single day to
map the **next
six months** of
your journey



The CCO Transition Lab is an eight-hour immersive experience designed to help CCOs thrive and succeed in their role. The agenda utilizes 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 CCO must manage: time, talent, and relationships. At the close of the Lab, the CCO will have a tailored, 180-day action plan to help drive success.

Virtual and in-person labs are available

One day that can change everything

The CCO Transition Lab is an engaging, interactive session shaped by Deloitte's deep experience working side-by-side with successful CCOs 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 demonstrated facilitation methods.

=



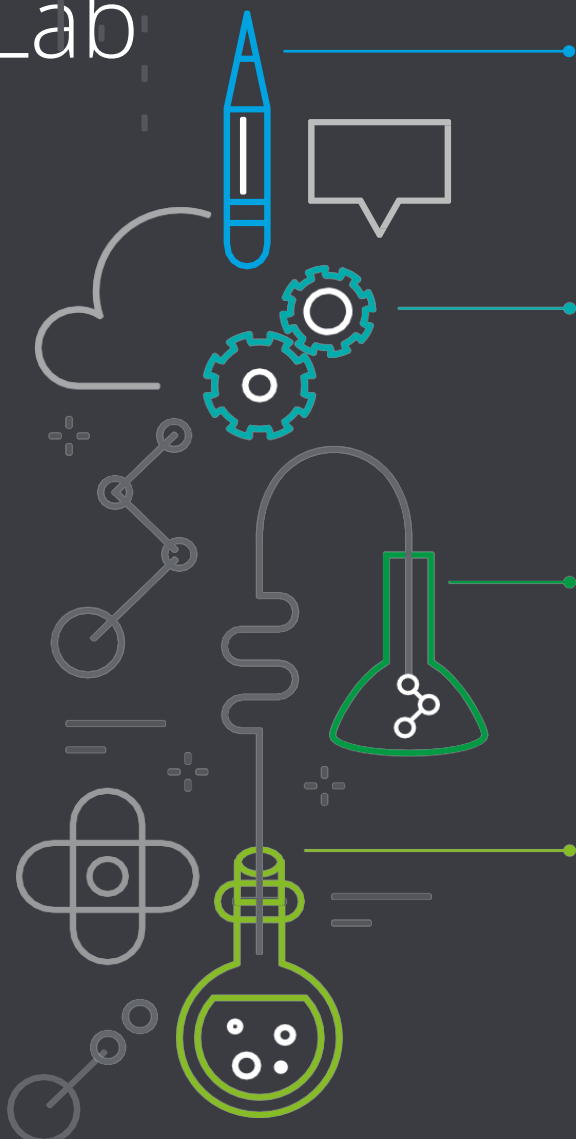
Breakthrough

Breakthrough ideas, aligned team, defined next steps.

The Lab formula



The focus of your CCO 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**

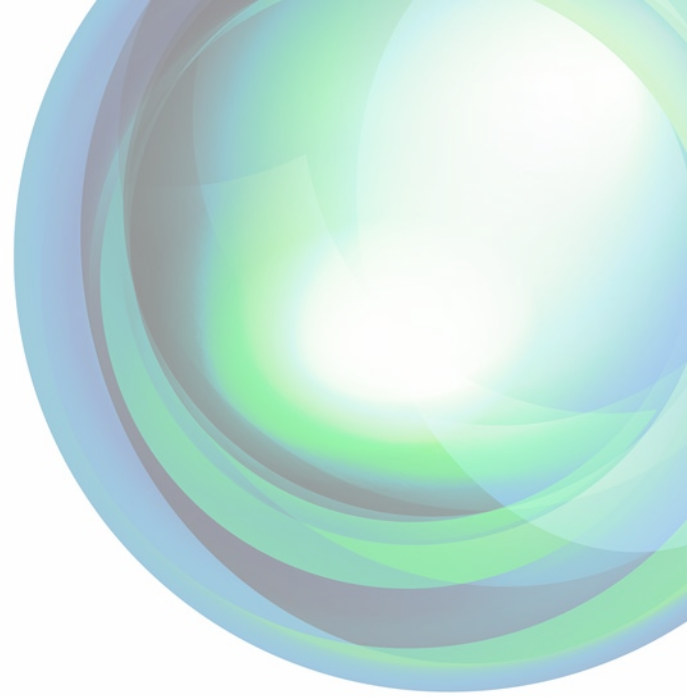
There will be endless demands on your time. Successful CCOs determine early how to balance their time and energy and focus in on the most critical priorities.

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 can help you 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.



Taking the reins

Your day in the Lab will culminate in the creation of a 180-day plan built around your top priorities and goals identified during the session. It will include early wins, issues that need urgent attention, and longer-term priorities that are important to the success of the organization—and your legacy as a chief compliance officer.

Experience excellence

Is your CCO journey already underway? Just getting started? There may be no better way than our CCO Transition Lab to get on track and stay there over the long run. This experience can help in three key areas:

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

Let's talk

If you'd like to learn more about the Lab, please contact your Deloitte leader or one of the following:

Amy Kroll

Principal, US Chief Compliance
Officer Program lead
Deloitte & Touche LLP
+1 612 692 7173
amykroll@deloitte.com

Rachel Linder

US CCO Program Labs
Deloitte Financial Advisory
Services LLP
+1 571 302 2776
ralinder@deloitte.com

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



As used in this document, “Deloitte Risk & Financial Advisory” means Deloitte & Touche LLP, which provides audit, assurance, and risk and financial advisory services; Deloitte Financial Advisory Services LLP, which provides forensic, dispute, and other consulting services; and its affiliate, Deloitte Transactions and Business Analytics LLP, which provides a wide range of advisory and analytics services. These entities are separate subsidiaries of Deloitte LLP. Please see www.deloitte.com/us/about for a detailed description of our legal structure. Certain services may not be available to attest clients under the rules and regulations of public accounting.

This document contains general information only and Deloitte Risk & Financial Advisory is not, by means of this document, rendering accounting, business, financial, investment, legal, tax, or other professional advice or services. This document is not a substitute for such professional advice or services, nor should it be used as a basis for any decision or action that may affect your business. Before making any decision or taking any action that may affect your business, you should consult a qualified professional adviser.

Deloitte Risk & Financial Advisory shall not be responsible for any loss sustained by any person who relies on this document.

Copyright © 202 Deloitte Development LLC. All rights reserved.