



Tax Executive Transition Lab™

Emerge *with* confidence

Today's tax executives own an imposing leadership agenda: stay ahead of global compliance; make sense of the changing legislative and regulatory landscape, whether tax reform or base erosion and profit shifting (BEPS); contribute strategic insights to the C-suite; bring together people with technology to augment and amplify their collective capabilities. When you're new to this complex role, a smooth and efficient transition can be essential for near-term effectiveness and long-term success. How can you get off to a strong start?

Deloitte's Tax Executive Transition Lab™

is a one-day live experience or two-day virtual experience, designed to help emerging tax leaders hit the ground running with a personalized approach to their new role. We tap into our proprietary research on successful executive transitions to help you define and communicate your priorities, assess and develop a talent strategy, understand and influence key stakeholders, and develop a plan for putting it all into action.

Three keys to tax executive success:

- 1 Time**
Significant new demands will be made on your time, and you should treat it like your most valuable asset.
- 2 Talent**
Great talent enables your success and empowers your effectiveness.
- 3 Relationships**
Tax executive who proactively cultivate critical relationships find it easier to integrate tax planning with business.

The CTO Program

A course of action you can count on

To help new tax executives understand and overcome the challenges they face, Deloitte's Tax Executive Transition Lab™ provides you with a blueprint for success that you can begin implementing the next day. We do this with:



Research-based content built on empirical data and cumulative learnings from more than 3,500 sessions



Immersive methods and exercises based on behavioral research and team dynamics



Relevant subject matter resources that know your challenge, industry, or business



Highly trained facilitators who specialize in intervention, disruption, alignment, and consensus-building



A custom-designed environment featuring movable panels, flexible furniture, and an intimate space built to spark conversation

Your breakthrough is waiting.
Take the first step toward your successful transition.

For more information:

Bridget Kerbyson
Managing Director
Deloitte Tax LLP
brcurtis@deloitte.com

Lauren Wells
Senior Manager
Deloitte Tax LLP
lwells@deloitte.com

Alexis Fonow
Senior Manager
Deloitte Tax LLP
abento@deloitte.com

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A day in the lab

The Deloitte lab space is a confidential environment where you can brainstorm issues, address questions, and evaluate three critical elements that drive transition success—time, talent, and relationships.

Over the course of the day, we'll work with you on:

- **Transition experiences:** critical moments and organizational context
- **Hopes, fears, and legacies:** mapped to what is known about your stakeholders' agendas
- **Tax's leadership disciplines:** evaluate your organization's current capability of core tax disciplines
- **Priorities:** use Deloitte's Four Faces framework to assess how to deploy your time for significant impact, and identify priorities and classify the urgency and importance of each
- **Confidence:** assess the preparedness of the tax function 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
- **Your brand:** elevate yourself within the organization by defining how you want to be viewed as a leader
- **Relationships:** focus on the strength of specific relationships and influence strategies important to a tax executive's ability to achieve priorities
- **180-day plan:** create an action plan with specific milestones to pursue priorities



**MAKING AN
IMPACT THAT
MATTERS**
since 1845