



A4S

ACADEMY

Empowering finance leaders to
embed sustainability successfully.

Contact

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Finance uniquely brings together data and analytics, process and systems, and a controls mindset, which in combination act as the backbone to the business being able to deliver on its commitments

Anna Fent
Chief of Staff, CFO,
GSK



A4S Academy participants are being viewed as the thought leaders in the organization.

Gregory Giardiello
Deputy Finance Chief Operating
Officer, QBE

The A4S Academy has equipped me with the right tools and dose of enthusiasm to help me contribute towards achieving finance's sustainability goals, from issuing our first TCFD report to embracing diversity.

Alexandra Semard Castellano,
Senior Director, External
Reporting, Controllershship, CBC/
Radio-Canada



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[Apply now](#)

“There’s no better place than the A4S Academy to build a coalition of the willing... through the Academy you can turn the problems that face you today into fantastic opportunities.”

Javier Echave
Chief Operating Officer,
Heathrow Airport Holdings,
previously sponsored his finance team
on the A4S Academy

THE A4S ACADEMY

The A4S Academy is an action-driven online programme, uniquely designed to help leaders embed sustainability into their organization's financial processes and decision making.

TAILORED FOR FINANCE TEAM MEMBERS AND INFLUENCERS

Empowering you to drive change, the A4S Academy equips you with the tools, skills and confidence required to navigate environmental and social challenges and opportunities.

MAKING A DIRECT IMPACT IS BUILT INTO THE PROGRAMME

After five weeks of live, interactive seminars, you are supported to create and execute a 12-month plan to deliver positive change for your organization.

Successful completion of the programme requires the submission of a final report, which demonstrates the progress made against the objectives set out in your plan.

JOIN THE ACADEMY ALUMNI NETWORK

As a graduate you are invited to join a global community of finance professionals, which provides opportunities to connect through exclusive events, access to ongoing support, and a forum to share knowledge and ideas.



“My greatest highlight has been leading the development of the sustainable finance framework for the City of Cape Town. This achievement positions the City as a pioneer in sustainable finance and fosters collaboration across departments, aligning financial decisions with our climate and social goals. The insights from the Academy were instrumental in enhancing my knowledge, enabling me to advocate for sustainability and strong governance within the organization”

Lynn Fortune
Manager: Investor Relations and Compliance,
City of Cape Town

PROGRAMME OUTLINE

JULY – SEPTEMBER 2025: PREPARATION PATHWAY

- Unlock the full potential of the programme with pre-work designed to set you up for success, including expert insights, case studies and carefully curated resources.

SEPTEMBER – OCTOBER 2025: INTERACTIVE SEMINARS

- Join five weeks of live, interactive seminars, preparing you to design your personal implementation plan.
- Work around your schedule with seminars that are delivered online to accommodate various time zones and busy diaries.
- Tailor your own learning programme with a series of mandatory and optional sessions.
- Engage and interact with peers from around the world.
- Time commitment: 15-30 hours of contact time, and 2-4 hours of pre-work per seminar.

OCTOBER 2025 – SEPTEMBER 2026: IMPLEMENTATION PHASE

- Turning theory into action – supported by A4S experts and your peers, this is your opportunity to design and deliver an ambitious 12-month implementation plan.
- Plans focus on key objectives to help integrate sustainability into financial decision making at both strategic and operational levels.
- On-demand support from A4S is available during the delivery of your plan.
- Connect with and learn from your peer network at regular intervals.

DECEMBER 2026: GRADUATION AND NEXT STEPS

- Celebrate your success at our online graduation and awards ceremony.
- Evidence your Continued Professional Development with an A4S Academy graduation certificate.
- Join the A4S Academy Alumni Network to connect, learn and grow with a dynamic community of finance and accounting experts.

The implementation objectives have been critical in identifying not only the risks associated with climate and nature, but also the actions and investment required to support our transition to net zero and to improve our impact on nature and biodiversity throughout our operations.

Ian Brimicombe
Former SVP Group Finance,
Burberry

BURBERRY

THE BENEFITS

WHY JOIN THE A4S ACADEMY?



Impartial, trusted guidance from an internationally respected initiative with over 20 years' experience



Ongoing implementation support to turn learning into direct impact



A unique global network in the finance and accounting community



Access to materials tailored to the needs of finance and accounting professionals

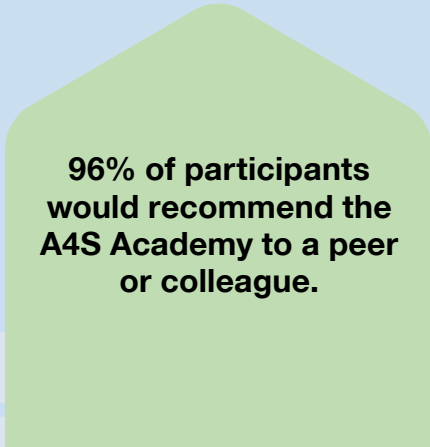


Involvement in the A4S Academy is having a positive, tangible impact on how we are running our business.

Stanley Polomski,
Senior Vice President
and Controller,
Campbell Soup Company



Campbell's



96% of participants would recommend the A4S Academy to a peer or colleague.

FOR YOU

Empowering you to drive change.

88% of participants said they have gained the technical knowledge and skills to lead on change.

Leadership and influence at all levels.

92% of participants have felt empowered to drive change as a result of the A4S Academy.

Connecting you to resources and a global peer network.

The connections formed provide active support as participants progress through the programme and beyond.



To convene on a regular basis, with like-minded practitioners, in an environment where we are sharing and learning from leaders, in an open forum like A4S, has been a highlight for me. I take with me many learnings, technical and soft skills that I will continue to leverage in my role to drive further impact.

Elizabeth Kwong,
Vice President, Treasurer, Autodesk



AUTODESK


FOR YOUR ORGANIZATION

Building a finance team that is fit for the future.

The role of the finance professional is changing – organizations need to address capability gaps and equip their finance teams with the skills and competencies required to build a sustainable, resilient future.

Enabling your organization to deal with social and environmental risks and opportunities.

Participants will gain practical insights from industry experts and global leaders, and have access to the latest tools and resources needed to succeed.



85% of participants reported that their participation made an impact on sustainability integration in their organization within a year.

CONTENT OUTLINE

Join a dynamic series of live seminars, carefully designed to deepen knowledge and skill sets, ultimately preparing you to become a driver of change.

Below is a summary of the seminars available:

KICK-OFF BRIEFING (1.5 hrs)

Explore the relevance sustainability has for you, your organization, and your CFO. The Kick-off Briefing also provides key details about the A4S Academy.

CONTEXT AND CONCEPTS (2.5 hrs)

You will be challenged to consider different perspectives on accounting, value and sustainability, and what a transition to sustainable business means for finance teams.

INSPIRATION AND APPLICATION (1 hr)

A4S CFO Leadership Network members lead sessions to share personal stories of their own sustainability experiences, how sustainability can be driven by the CFO and what you can do to affect change.

LEADERSHIP AND INFLUENCE (2.5 hrs)

This intimate and collaborative seminar sharpens skills in pitching ideas effectively, persuading others to change, crafting a compelling core message and building a convincing narrative.

TOOLS AND KNOW-HOW: FOUNDATIONS (2 hrs)

Discover a typical path for embedding sustainability into the finance function. Examine the foundations needed for an organization to integrate sustainability across all levels of decision making, including how to embed sustainability into the finance team culture.

TOOLS AND KNOW-HOW: INSIGHTS SERIES (2 hrs)

Tailor your learning and explore specific themes more extensively. You must attend at least one insights session, but are welcome to attend all sessions that are of interest for further personal and professional development.

Below is a list of the current offerings:

- Strategic planning
- Budgeting
- Management information
- Capex
- Debt finance
- Reporting
- Nature and the Taskforce on Nature-related Financial Disclosures
- Transition planning

IMPLEMENTATION PLANNING (2.5 hrs)

Having developed a draft version of your implementation plan, you will join this final seminar to gain feedback and guidance from both A4S experts and your Academy peers. This is an opportunity to test ideas, resolve issues and scale up ambition.

YEARBOOK

To read the stories and key achievements of graduates read our [Academy Yearbooks](#)



“ A monumental shift in the role of the finance function has begun, and it will be both challenging and exciting to navigate.

David Iseral,
Thailand CFO, Chanel



“The insights that I have gained... have inspired me to keep forging the path ahead.”

Maricris Aldover Ysmael

Vice President for Investor Relations,
Metro Pacific Investments Corporation

WHO SHOULD PARTICIPATE?

PARTICIPANT PROFILE

The A4S Academy is a global programme and we welcome participants from all regions and geographies.

The programme is designed for finance team members and those who can enact change in finance.

Typical participants include:

- Divisional CFOs, Controllers, Treasurers
- Directors / Heads / Managers of: Finance, Accounting, Investor Relations, Internal Audit, Financial Reporting, Financial Planning and Analysis, Business Finance

Those who sit outside finance teams are also welcome to apply, provided they are able to enact change in finance.

ELIGIBILITY

Participants must meet the following criteria in order to be considered for the programme:

- Have the ability to enact change in their finance teams.
- Be endorsed by their Chief Financial Officer (CFO) or other relevant senior sponsor within their organization.
- Be from an organization with a market capitalization of £1bn or more, or if non-listed: income of £1bn or more.
- Have a sufficient level of English so that they can read relevant materials, contribute in seminars and understand the teachings of the programme.

COST

- Standard fee: £4,500
- 10% early bird discount for those who have registered and paid by 21 March 2025
- 20% group discount for organizations sending more than five participants

Discounts cannot be combined.

PREVIOUS PARTICIPANTS

500+ participants from 200+ organizations have taken part in the A4S Academy, including:

ABN AMRO	Fonterra
Allianz Global Investors	Gap
Ampol	GlaxoSmithKline (GSK)
Autodesk	Greggs
Bank of America	Gulf International Bank
BBC	Heathrow Airport Holdings
British Land	Ingredion
BTG Pactual	Intel
Burberry	Japfa
Campbell Soup	John Lewis Partnership
Capita	Levi Strauss & Co
Centrica	Lululemon Athletica
CHANEL	Mars
Cisco	MassMutual
City of Cape Town	Meta
Coca Cola Amatil	Metro Pacific Investments Corporation
Co-operators Group	Moody's
Couche Tard	National Grid
Deutsche Post DHL	NatWest Group
Diageo	NFU Mutual
Direct Line Group	Olam Food Ingredients (ofi)
Domino's Pizza	Petronas Chemicals Group Berhad
Equinix	Procter & Gamble

QBE
Ramsay Health Care
Royal Bank of Canada (RBC)
Royal London
S&P Global
Sainsbury's
Salesforce
SAP
Schneider Electric
Securian Financial Group
Sky TV
SSE plc
Stora Enso
Suzano
Tate and Lyle
Telus
Temasek International
The Hershey Company
Unilever
United Overseas Bank
UBS Group AG
Verizon
Zurich Insurance Group



MARS

“ Participating in the A4S Academy has given me valuable insights and useful tools to help me reach our sustainability objectives. I would recommend the A4S Academy to all finance professionals who seriously want to make their organizations more sustainable. ”

Fred Nieuwland
Chief Investment Officer,
Mars, Inc.

“

My most significant takeaway from the A4S Academy is the amount of resource available, but also the fact that so many organizations are working on this. It's great to know where the one-stop shop is of resources on a range of issues.

Shirley Cameron
Group Financial Controller,
BBC

B B C

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HOW TO TAKE PART

[Apply now](#)

QUESTIONS?

If you have any questions, please get in touch.

Email: Lee.Baker@informa.com

Phone: +44 (0) 20 8052 2784

KEY DATES

- **Early bird discount deadline:**
21 March 2025
- **Application deadline:**
30 June 2025
- **Start date:**
1 September 2025*

*Pre-work will be shared in advance.

“There are a lot of people out there going through the same sorts of questions we are going through. Aside from the training and expert panel discussion, the A4S Academy provides a forum for us to share experiences, hints and advice, and connects us with like-minded individuals.”

Ian Brealy,
Sustainability Reporting Analyst,
Zurich Insurance Group



ABOUT A4S

ABOUT ACCOUNTING FOR SUSTAINABILITY (A4S)

A4S was established by HM King Charles III in 2004 to make sustainable business, business as usual. We are part of the King Charles III Charitable Fund Group of Charities.

We work with the global finance and accounting community to:

- Inspire finance leaders to adopt sustainable and resilient business models
- Transform financial decision making to respond to the opportunities and risks posed by the climate crisis and other environment and social issues
- Scale up action to transition to a sustainable economy

A4S leverages its global networks, including the CFO Leadership Network, Circles of Practice, Accounting Bodies Network and Asset Owners Network, to enable the finance and accounting community to take a leadership role on sustainability.

Through our outreach activities and Academy learning and implementation programme, we empower and equip finance teams to embed sustainability in their organizations.

REGISTER FOR OUR NEWSLETTER:

www.accountingforsustainability.org/newsletter



