



THE A4S ACADEMY

Programme summary

Why CFOs are sending their teams to the A4S Academy

The A4S Academy is a tailored programme that gives senior finance professionals the tools they need to embed sustainability into their work and supports them in developing a concrete plan that puts their new knowledge and skills into action and drives real change..

Our own research (the [A4S Finance Leaders' Sustainability Barometer](#)), showed a gap between sustainability ambitions and the work to make them a reality. 88% of respondents agreed that it was very important or essential to transform financial decision making to address environmental and social opportunities and risks, but just 9% said their organizations are currently able to respond fully. The A4S Academy is designed to help you to bridge this gap.

The participant(s) you endorse will build and deliver a tangible implementation plan that works for your organization and your team.

Feedback from participants

- 88% of participants said they have gained the technical knowledge and skills to lead on change.
- 92% of participants have felt empowered to drive change as a result of the Academy.
- 85% of participants reported that their participation made an impact on sustainability integration in their organization within a year.
- 96% of participants would recommend the A4S Academy to a peer or colleague.

Academy snapshot

- Participants attend between 15 and 30 hours of live seminars in September 2025.
- These are followed by a 12 month period of implementation supported by A4S, where participants put their new knowledge and skills into action to drive real change.
- The A4S Academy is open to finance team members and those with the ability or remit to influence how sustainability is embedded within financial decision making.

Programme fees and discounts

- Standard fee: £4,500,
- Early bird: Successful applicants with payments completed by 21 March will receive a 10% discount.
- Bulk buy: Organizations sending more than five participants from their finance team or wider value chain receive a 20% discount.

Contact us

[Website](#)

Email: Lee.Baker@informa.com

Phone: +44 (0) 20 8052 2784

What is included?

Context and concepts

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

Inspiration and application

Participants will hear inspiring stories and examples from the A4S CFO Leadership Network on how sustainability can be driven by the CFO and the finance team.

Implementation plans

Participants will be supported to develop and deliver a 12-month implementation plan in line with your organizational goals and team objectives, which are subject to your sign off. These plans focus on key objectives to help integrate sustainability into processes, strategy and decision making.

Alumni network

When participants graduate, they will be invited to join our Academy Alumni Network, provides ongoing support and access to events and new content.

Leadership and influence

Participants will learn how to pitch an idea effectively, persuade others to change, develop a core message and create a convincing narrative.

Tools and know-how

Participants will learn how to embed sustainability into specific financial processes such as management information, budgeting, and capex.

Why now?

Investors, regulators and customers are paying more attention than ever to how organizations deal with social and environmental risks and opportunities.

There is a clear opportunity for CFOs to build finance teams that are fit for the future through technology, skills and capacity building. With our global network, we can show your team how to navigate available resources, discover what today's leading companies are doing and offer up-to-date tools and frameworks for putting it all into practice. There's never been a better time to join the A4S Academy.

“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

Find out more
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