



U.S. India offices (USI) alumni | November 2014

November
28, 2014

USI IMPACT Day

Community - It's our business

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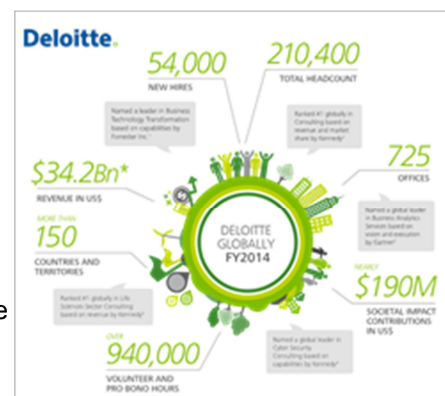
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Deloitte Announces Record Revenues of \$34.2 billion

[Deloitte member firms \(Deloitte\) reported record aggregate revenues of US \\$34.2 billion for the fiscal year ending May 2014.](#) In its fifth consecutive year of growth, Deloitte saw accelerated demand for its range of services in all regions of the world.

Deloitte's growth reflects its commitment to providing clients with high quality services through a multidisciplinary model, delivering innovative solutions from strategy to implementation. Increasing client needs stemming from globalization and changes in business models,



technology, and regulations are expected to drive further opportunities in the year ahead. The network is also steadfastly committed to the growth and development of its people, with more than 63,000 professionals receiving training via its Deloitte University curricula in the past fiscal year.

"By repeatedly forging new ground, Deloitte continues to stay ahead of the considerable disruption facing clients, our people, and the society in which we operate," said Barry Salzberg, Deloitte Touche Tohmatsu Limited CEO. "Member firms remain sharply focused on their unique ability to address the specific needs of their clients through distinctive breadth of skills, deep industry knowledge and strategic investments, while bolstering trust in the marketplace, hiring and developing the best talent, and delivering value to society."

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The Maverick Season III inspires students from top B-Schools to experience a Consultant's life and get ready for the corporate world

The Season III of the Maverick program—a unique industry academia connect initiative by Deloitte US India—has received great response from management students of leading business schools. Through The Maverick, Deloitte brings elements of its distinctive culture to the future workforce: investing in growing talent as globally competitive leaders, providing an inclusive and enabling work environment where diverse talents can thrive, and delivering solutions that make clients exceptionally successful. In continuation of US India's Commitment to Community, the program focuses on unlocking the younger generation's capacity to be tomorrow's business leaders and managers.

The logo for 'Maverick' features the word in a blue serif font. The letter 'i' is stylized with a green dot and a yellow shadow, giving it a 3D effect.

The program, emphasizing on encouraging an unconventional thinking and solutions mindset, is held in a multistage elimination format, with the participants working in teams. They are challenged to design, propose, and defend innovative, sustainable solutions to current day business issues, across multiple industry sectors. As the challenge involves presenting the solutions to senior business leaders from

Deloitte, in a simulated corporate boardroom setting, the program inspires students to experience the life of a consultant, acquire new age skills and behaviors required to build a successful career, and hone their competitive edge.

In Season III, the program attracted participation from more than 13,500 management students across 54 leading business schools. About 60 teams were shortlisted to compete in the four regional qualifiers. The top 12 teams from these regional qualifiers were invited for the grand finale in our Hyderabad office on September 20, 2014.

Bruce Stewart, regional managing principal, Deloitte US India offices, said that, "The Campus Maverick program is a representation of our commitment to clients, people, and community, with the program's focus on inspiring innovative thinking, building new age management and leadership skills among talent, and making future workforce career ready."

Team 'Sounds Cool' from XLRI, Jamshedpur emerged as the winners. Team 'Three Wise Men' from the Indian Institute of Management, Ahmedabad were the runners-up. The winning team won prize money of INR 3,00,000 and the runners-up team won prize money of INR 1,50,000.



All the finalists have been inducted into US India offices' Campus Management Advisory Committee through which they will continue their association with Deloitte and provide inputs and counsel on various issues.

The Maverick on YouTube

- What inspires students from premier business schools in India to take up Deloitte's Maverick challenge?
- What has been the impact of The Maverick program on participants?
- As a unique campus-corporate connect program, what has been the experience of The Maverick for the participants?
- Beyond unconventional thinking and solutions mindset, there was an energetic display of talents at the regional qualifiers. Music that moves, stories that inspire.

The Maverick in the media

- [Financial Express: The Maverick makes students career ready, not just job ready: Bruce Stewart and SV Nathan](#)
- [India Infoline: XLRI Jamshedpur wins Season III of Deloitte's Maverick Programme](#)
- [The Hindu Business Line: XLRI takes home Deloitte's Maverick title](#)
- [Webnewswire: Deloitte brings The Maverick to B-Schools to build future workforce](#)

The Campus Maverick program engaged Gen Y through social media through the six weeks of the competition; and there were live updates on the program in [Facebook](#), [Twitter](#), and LinkedIn as well as [yammer](#).

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Deloitte named a top 10 organization for working mothers for sixth consecutive year

Working Mother magazine recognizes Deloitte for its flexibility, innovation, and family-friendly initiatives.

For the sixth consecutive year, Deloitte is among the top 10 on *Working Mother* magazine's "[100 Best Companies for Working Mothers](#)" list. This ranking recognizes our organization's outstanding leadership in establishing policies, programs, and a culture that supports working moms.

"We appreciate *Working Mother's* continued acknowledgment of Deloitte's long-standing commitment to supporting work-life fit for working parents as well as all of our professionals," said Jen Steinmann, deputy CEO and chief talent officer, Deloitte LLP. "We recognize that flexibility is often defined by personal preference, family structure, and individual interests. Therefore, we are dedicated to creating a culture that allows our people to effectively manage the demands of their personal and professional lives, and achieve their individual goals."

This is the 21st year that Deloitte has been named to *Working Mother's* 100 Best Companies list. It is also the ninth consecutive year that Deloitte has ranked among the publication's "**Best Companies for Multicultural Women.**" *Working Mother* chooses its 100 Best Companies by evaluating an organization's policies, programs, and initiatives around flexible work arrangements, paid parental leave and the advancement of women.

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A moment of pride

Management students rank Deloitte as the No. 1 employer in leading business magazine

Deloitte's leadership on campus and in the India talent market was recognized for the third time this year when we were ranked No. 1 by management students in [Outlook magazine's annual survey of Indian B-schools](#) for the third time in four years. Arriving within a week of 'The Maverick' program, the timing could not have been more perfect. The No. 1 ranking reaffirms Deloitte's commitment to attract, develop and retain top talent.

Over the last four years, Deloitte US India offices (USI) have played a pivotal role in enhancing Deloitte's strategic positioning as an employer of choice in the Indian Talent marketplace.

This has resulted in Deloitte's position consistently rising in the rankings of preferred employer in B-schools:

- [Ranked No: 2 among "APAC's Most Attractive Employers 2014" by The Universum](#)
- [Ranked No: 5 among "India's TOP100 Ideal Employers 2014" by The Universum](#)
- [Ranked No: 3 in "India's Top Recruiters" at the 21 top B-schools in India by the Economic Times](#)

Deloitte receiving the *Outlook* ranking for the third time in four years is a strong testament of the high value it places on its people.

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A new level in our growth story

Our Mumbai office stands tall

The Mumbai office has added another level to its facilities, growing its footprint in the building to a total of four levels. Systems Integration and Deloitte Digital teams from the Consulting practice were the first to move into the new level.

The inauguration, held on August 19, 2014, witnessed the participation of regional leadership comprising **Minal Deshpande**, office managing director-Mumbai; **Rakesh Barik**, service area leader-Technology, USI Consulting; **Parag Saigaonkar**, India MNC Program lead; **Sejal Madiya**, director, USI Consulting; **Amol Sathaye**, director, USI Consulting and **Prasad Yarlagedda**, director, US Consulting. Over 1500 professionals were part of this milestone in US India's growth story. This was followed by an All Hands Meeting where Minal shared FY15 office updates, followed by FSS updates shared by the respective



leaders.

This expansion is testament to the value the organization continues to add to keep Deloitte strong, competitive, and innovative across the world.

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Doors open at the Global Command Center

Uniting world-class people, processes, and technology



By Jerome Oglesby, chief technology officer

On Wednesday, 13 August, during a traditional Diya ceremony, the doors of the Global Command Center (GCC) in Hyderabad were officially opened. The GCC is a state-of-the-art facility designed to provide a multitude of reliable, secure, and highly available technology services to help deliver outstanding support for member firms. Simply put, it serves as the operations pulse for Deloitte.

Opening the GCC is the realization of a long-held vision by Deloitte leadership to bring together its global technology operations into a collaborative space that unites best-in-class technologies with the collective experience of our professionals. The GCC represents:

- **Eminence for Deloitte:** The best-in-class monitoring technology tools in the GCC are on par with the capabilities used in the command centers of the world's premier organizations.
- **Investment in our people :** Bringing together technology teams encourages collaboration and mentoring, and fosters skill-sharing and on-the-job learning. It also represents an investment in Deloitte's India operations.
- **Connection across member firms:** This is the first time we have united multiple teams of technology professionals across Deloitte in a shared location to manage our enterprise operations.



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Deloitte US India and the India member firm's joint article in *Times of India-Ascent*

Taking thought leadership forward and increasing the Firm's brand awareness in India, Vikas Gupta, director, US India Talent and Rani Desai, chief people officer, Deloitte India, write on the current issue that affects both management school graduates and organizations equally—education and the associated employability gap. Remarking on the shift in students' minds about employability, Vikas and Rani shared their insights into what organizations are seeking in potential candidates to meet current challenges in the marketplace.

The article coincided with the ongoing Campus Maverick Season III, which was conducted by Deloitte India and Deloitte USI across 54 premier institutions in India.

Read the article online on [Times of India-Ascent](#) or download the PDF version.

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US India Tax: Attracting boomerangs seeking growth

Rarely do people leave organizations with the thought of someday returning. However, Deloitte looks at its professionals as colleagues for life, and in that spirit, always has its doors open for alumni. In the past few years, over 40 "boomerangs" have been warmly welcomed back to grow their careers at US India Tax.

"Many of our alumni have great memories of their time at our firm. We appreciate their talent and all the experience they gain at other organizations. Deloitte Tax is always happy to welcome boomerangs if positions are available. We also encourage our professionals to explore possibilities within the firm if they desire more challenging opportunities," says Keith Oates, Regional Management Director, and US India Tax.

Boomerangs at US India Tax cite many reasons for coming back, including a culture of continuous learning and inclusiveness.

"When I was leaving US India Tax, a colleague told me to go with an open mind since he felt I wasn't going to find such a workplace as Deloitte's anywhere else. That is something I realized once I left the organization. I was constantly comparing and ended up realizing that the grass is not always greener on the other side," says Ashish Makhija, a Tax Consultant II at Gurgaon, who returned after a brief stint with one of the Big 4 firms.



Ashish Makhija

Preetham Prema decided to return after just 21 days. The Tax Senior at Hyderabad found Deloitte leaders very supportive of his desire to come back after he found it difficult to adjust to the culture of another organization. "My service line leader initiated the hiring formalities as soon as I told her about my desire to return. I was back in Deloitte within two months from the date I left."



Preetham Prema

"At Deloitte, we treat each other with respect and have an inclusive environment. The resources, like the communication gym, are world class. Deloitte invests a lot in developing its employees," says Nisha Chandora, a Tax Senior at Hyderabad. Nisha believes her training at Deloitte helped her perform well in the other accounting firm she had joined. "At Deloitte, I had learned to organize financials, basic accounting, and US GAAP requirements. The communication and soft skills training was also very good. This made me an asset at the new organization; but I chose to return."



Nisha Chandora

"My husband Karthik Abbineni and I are both boomerangs at Deloitte. The work culture of the organization drew us back. We did excel at other organizations because our tax technical knowledge was very strong thanks to all the training at Deloitte," says Seema Kadam, a Tax Manager at Hyderabad, who returned to US India Tax from one of the Big 4 firms. Karthik, who is also a Tax Manager, says his return to Deloitte "felt like coming back home" According to him, "Our work culture is superior and provides employees with opportunities to maximize their skills to provide the best service to clients."



**Seema Kadam
Karthik Abbineni**

V Janakeswar Rao, a Tax Manager at Hyderabad, says that he returned because "I see my career grow at Deloitte". He believes that "in the Tax practice, all professionals are encouraged to be visionary, innovative, and analytical. Here, you are the creator of your own destiny."



Janakeswar Rao

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Deloitte shines at Freedom Ride 2014

We were the largest contingent and won the top four spots in the long distance cycle ride

Demonstrating their commitment to the community and our patriotic spirit, 350 Deloitte US India office (USI) Hyderabad professionals showed up in the early hours of India's Independence Day on August 15, 2014, at the GMC Balayogi stadium to cycle and volunteer for a good cause. We were the largest contingent from any corporate among the 3,000 cyclists who took part.

Organized by Atlanta foundation every year, this cycling event raises funds for a community cause through sponsorship and registrations. This year the proceeds will be used to support nonprofits who work for the education of the underprivileged.

Among the many cycle rides, the longest was 67 KM, signifying 67 years of Independence and shortest was two km. Directors from US India offices like Remko Vochtelloo, Uday Sreeram, Vishal Sharma, and Malcom McArthur also took part in the long distance ride. Here are the top four winners in the long distance ride (67 KM).

- 1st Place-Ishanth Raut
- 2nd Place-Remko Vochtelloo
- 3rd Place-Anubhav Karmakar
- 4th Place-Malcolm McArthur



While the passion for community and cycling was highly evident at the venue, team spirit and passion for the country also took the spotlight with our offbeat dance group from Deloitte performing at the event.

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Aniket Pallav, Bengaluru Consulting, is pursuing his MBA from the prestigious Narsee Monjee Institute of Management Studies (NMIMS) located in Mumbai. He is currently in the second year. He adds that the impact that Deloitte has made over his two-year journey has really helped him feel as if he is a lifetime member at Deloitte and the alumni initiative is in affirmation of the same.

From a corporate to sitting in an MBA class at NMIMS, Mumbai, one thing that remains at the back of his mind is the enormous network that he made and the days of fun and joy at Deloitte. There is a striking similarity in students who have had prior experience at Deloitte, which attributes to nurturing, grooming, and continuous learning at Deloitte.

Participating in the Campus Maverick event and submitting the case presentation for the same in his first and second year at NMIMS, he felt he was building upon a deliverable to be presented to the client much like how he spent the day for almost two years at Deloitte.

Hemant Upadhyay, Hyderabad Services, has obtained the Certified Management Accountant CMA/ICWA certifications. He further adds, "It has been a great time to be part of Deloitte. Whatever I am today and wherever I stand, that is because of Deloitte and its family members."

Mir Asad Ali, Hyderabad Tax, has completed seven years in the industry and has gained lots of industry expertise and experience in varied domains and technologies. Along with his master's degree pursued from University of Wales in Information Technology after he left Deloitte, his life took a new turn in term of challenges he had gone through during the three years of stay. In his current role as technical writer for Intel Products, he is responsible for the creation of user manuals and various forms of product and process documentation.

"Working at Deloitte was such an exhilarating experience and will cherish that all my life. Given an opportunity to work again for Deloitte would be a privilege and honor. I would also suggest and refer all young enthusiasts to join Deloitte as it would not only transition you professional life but also make you a good human being."

Nagaraja Alakunta, Hyderabad Tax, is working as project manager for Hewlett Packard India. He would like to share some good news with the team. He and his wife were blessed with a baby girl last month. They are excited with the baby and are happily cherishing this beautiful period. He has also received the PMP certification from Project Management Institute (USA) recently.

Nandkishor Boddu, Hyderabad Consulting, recently come back to India after a successful stint of six months in the Central Logistics team of Bosch in Stuttgart, Germany. It has been a great experience for him both in terms of travelling across seven countries in Europe as well as learning the German way of handling logistics. He feels enriched and fortunate to have worked with and learnt from the best of the logistics professionals in Germany.

He has also gotten married in the middle of this stint. He has traveled to Berlin, Amsterdam, Munich, Vienna, Prague, Paris, Switzerland, and Venice. This memorable period of six months in Europe will add great value to his future career and life. Currently, he is working in the Nashik plant of Bosch and has taken up projects in the areas like logistics cost and inventory reporting. He is looking forward to working in the current exciting times for the Indian economy.

Spoorthi Purumala, Hyderabad Consulting , is currently pursuing International MBA at Darla Moore School of Business, University of South Carolina with a concentration in Business Analytics and Finance. The case method approach in class effectively resonates with her experience at Deloitte. Additionally, given the transparent leadership, the bottom-line decisions and acquisitions-related newsletters shared by the leaders periodically helped her understand Deloitte as an organization and understand the basis for managerial decisions to strengthen our competitive strategies.

The coveted industry experience gained at Deloitte is helping her navigate and compete in the management consulting space with an added advantage. The client-facing opportunities early in her career helped her understand the bigger picture with the help of a strong network as a Deloitte alumna.

Srikanth Chittarvu, Hyderabad Services, quit his job in Africa last month to move to London to pursue his MBA, which is a one-year program at Cass Business School, City University London.

Srinivas Tangirala, Hyderabad Services , is a proud alumnus of the Deloitte family. The firm is particularly close to his heart as it was his first job a decade ago! Lots of things have changed for him since then. Srinivas moved on to work with firms like Lehman Brothers, JP Morgan. Along with a few investment banking friends, he started his company, Consulting Lexicon in 2011. (www.consultinglexicon.com)

Suhrid Brahma, Hyderabad Consulting , is now vice president at Wipro; his responsibilities include Solutions and Business Transformation for BPO service line. He was invited as a panel speaker at NASSCOM BPM Strategy Summit 2014 at ITC Gardenia, Bangalore held in September 2014. The central theme for the summit was **Making Hyper Growth a Sustainable Business Reality** (further information can be viewed at <http://www.nasscom.in/bpmsummit>). The BPM Strategy Summit is an annual event hosted by NASSCOM, and is attended by leading analysts and key leadership from IT/BPO industry in India and abroad.

Sujeeth Pulipati, Hyderabad Tax , completed his IPGD in Risk Management in 2014 and is currently working with CSC India Pvt. Ltd. as an associate professional business analyst.

Vignesh Athipathy, Hyderabad Services, completed three years with a company named Watanmal. It is one of the FMCG giants in West Africa. He lives close to Ilupeju in Lagos, Nigeria. He adds, "The one great thing about Deloitte is that they stay in touch with the Alumni."

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