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Deloitte reveals the results of the *Young Woman Challenge 2016*

Luxembourg 8 December 2016- For the past four years Deloitte Luxembourg has been the proud organizer of the *Young Women Challenge*, asking young female students currently enrolled at either a business school or University to help answer the following question: "By 2020, women will represent 48 percent of the active population, yet fewer and fewer women are choosing careers in audit and consulting. How can organizations ensure a healthy gender balance and thus a high performing management team?"

This year more than 90 teams (270 applicants) from various schools and universities applied, and throughout the process, the finalists were boiled down to 12 teams from many different schools: SKEMA Paris, Sciences-Po Bordeaux, NEOMA Rouen, HEC-ULg, HEC Paris, Rhein - Waal University of Applied Science, IESEG Lille, Wilfrid Laurier University, Politecnico di Milano, NEOMA Reims, and Tilburg University.

"It was the first time we have opened up the challenge to all students at universities and business schools regardless of their location, and the input was extraordinary," stipulates Valerie Gouin, Director at Deloitte Luxembourg, *"we will certainly keep this in mind for next year"*.

On Friday 2 December, the 36 finalists were invited to Deloitte Luxembourg to present their projects and at the same time get a thorough introduction to the inner workings of the firm, a networking session with professionals and a CV and interview training session. The jury consisted of both male and female partners representing the different service lines at Deloitte Luxembourg complemented by Valérie Debouché, Advisor at the *Ministère de l'Égalité des chances*.

At 17:30, the winners were announced by Christiane Chadoeuf and Valerie Gouin, the main sponsors of the project. Charlotte Cayrel, Rosalie Druelle and Maya Prager, from IESEG Lille and Camille Desson, Clémence Soignies and Lara Kollikowski, from Sciences-Po Bordeaux each won an internship at Deloitte Luxembourg. Two teams ranked 3rd: Victoria Barbosa, Maria Caucci and Giulia Valsecchi (exchange students at Audencia Business School from Wilfrid Laurier University in Canada and Politecnico di Milano in Italy) and Aude Lacoste, Mathilde Gauthier and Marie Zammit from IESEG Lille. These students won a recruitment training session at Deloitte Luxembourg.

"It's always very inspiring to meet these young women and hear their great ideas on how they want to shape their future work place," explains Christiane Chadoeuf, Partner at Deloitte Luxembourg, *"and we are already looking into how we can implement these ideas."*

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Deloitte révèle les résultats du *Young Women Challenge 2016*

Luxembourg 8 décembre 2016- Depuis quatre ans, Deloitte Luxembourg est fière d'organiser le *Young Women Challenge*, cadre dans lequel la société demande à des étudiantes actuellement inscrites dans une école de commerce ou une université de l'aider à formuler une réponse à la question suivante : « D'ici 2020, les femmes représenteront 48 % de la population active. Pourtant, elles sont de moins en moins nombreuses à choisir une carrière dans l'audit et le consulting. Comment les entreprises peuvent-elles garantir un équilibre entre les hommes et les femmes et donc des équipes dirigeantes hautement performantes ? »

Cette année, plus de 90 groupes (270 candidates) issus de nombreuses écoles et universités ont concouru et, au terme du processus, les 12 équipes des écoles suivantes ont été désignées comme finalistes : SKEMA Paris, Sciences-Po Bordeaux, NEOMA Rouen, HEC-ULg, HEC Paris, Université des Sciences appliquées de Rhein-Waal, IESEG Lille, Université Wilfrid-Laurier, Politecnico di Milano, NEOMA Reims et Université de Tilbourg.

« *C'était la première fois que nous avons ouvert le concours à toutes les étudiantes d'écoles de commerce ou d'universités sans prendre en compte leur pays d'établissement, et les contributions ont été extraordinaires* », explique Valérie Gouin, Director au sein de Deloitte Luxembourg. « *Nous en tiendrons compte l'année prochaine.* »

Le vendredi 2 décembre, les 36 finalistes ont été invitées au sein de Deloitte Luxembourg pour présenter leur projet et en profiter pour apprendre le fonctionnement interne de l'entreprise, participer à une séance de networking avec des professionnels ainsi qu'à un atelier consacré aux CV et aux entretiens d'embauche. Le jury était composé d'associés hommes et femmes représentant les différentes lignes de services de Deloitte Luxembourg accompagnés de Valérie Debouché, Conseiller au Ministère de l'Egalité des chances.

Les gagnantes ont été annoncées à 17h30 par Christiane Chadoeuf et Valerie Gouin, les responsables du projet. Charlotte Cayrel, Rosalie Druelle et Maya Prager, de l'IESEG Lille ainsi que Camille Desson, Clémence Soignies et Lara Kollikowski, de Sciences-Po Bordeaux ont ainsi remporté un stage au sein de Deloitte Luxembourg. Deux équipes sont arrivées en troisième position: Victoria Barbosa, Maria Caucci et Giulia Valsecchi (des étudiantes en échange de l'Audencia Business School provenant de l'Université Wilfrid-Laurier, au Canada, et de Politecnico di Milano, en Italie) ainsi qu'Aude Lacoste, Mathilde Gauthier et Marie Zammit de l'IESEG Lille. Ces étudiantes ont remporté une formation en recrutement au sein de Deloitte Luxembourg.

« *C'est toujours très inspirant de rencontrer ces jeunes femmes et d'écouter leurs grandes idées sur la façon dont elles veulent façonner leur futur lieu de travail* », explique Christiane Chadoeuf, Partner au sein de Deloitte Luxembourg. « *Nous examinons déjà comment mettre ces idées en pratique.* »

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