Southeast Asia FY18 Annual Review
Focused on the bigger picture
Our unrelenting focus on the bigger picture ensures we deliver outstanding value in many ways.

The myriad die-cut shapes that appear in the illustration above come together to reveal one compelling whole.

We chose this design for our FY18 Annual Review because it perfectly encapsulates our own approach to professional services.

Our unique structure allows us to unite a wide range of remarkable individuals and businesses from across the region to deliver one compelling result - outstanding success for our clients, our people, and our communities.
Southeast Asia FY18 Annual Review

I am delighted to report that FY18 was another year of great achievement for Deloitte Southeast Asia (SEA). Our multidisciplinary business model continues to be our biggest strength and competitive differentiator, allowing us to form agile teams with varied specialties across our wide-ranging service lines.

This contributed to many impressive wins with prominent clients throughout the year, including significant projects with Unilever, Telkomsel, Malaysia Digital Economy Corporation, PLDT, Singapore Post, Vingroup and MCCY, amongst others.

Continual disruption and the current exponential speed of change are creating unprecedented challenges and opportunities for organisations across the region. We introduced several new programmes to help meet our clients’ needs in this complex environment. These include our Future of Work Center of Excellence, a first-of-its-kind platform to create solutions that anticipate market disruptions and identify future job requirements. We also launched Deloitte Private, a service that caters to the needs of wealthy individuals, family businesses and private enterprises in Southeast Asia.

At the same time, FY18 saw us double down our measures that will allow us to attract, develop and retain the best talent to provide excellent services to our clients. We strengthened our diverse talent pool in Southeast Asia, adding nearly 1,167 new professionals – an increase of 15 percent from FY17. We also continued to place a strong focus on creating and supporting a culture of inclusion, launching a number of initiatives designed to nurture the career development and personal wellbeing of our professionals.

I am especially proud that during this exceptionally busy and productive year, we took the opportunity to give back to the communities where we do business. All eleven of our Southeast Asia practices took part in our Impact Day corporate social responsibility initiative on 26 August 2017. Our people also dedicated their time and expertise to community causes through skills-based volunteering, strategic partnerships with charities, and monetary donations. In FY18, our Deloitte Southeast Asia practices contributed more than US$745,000 to societal causes, and our people clocked over 16,800 hours of volunteer and pro bono work.

Looking ahead, FY19 is set to be an exciting year for Deloitte SEA, not least because we have combined forces with the geographies of Australia, China, Japan and New Zealand to create Deloitte Asia Pacific. This milestone is expected to generate a combined investment of US$321 million over the next three years, strengthening our ability to develop talent and resources across the region, provide seamless services and help our clients make bold plays in both regional and global marketplaces.

As we look forward to another dynamic year of growth, we will continue to build on our successes and deliver world-class services that meet – and exceed – our clients’ expectations.

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FY18 also saw Deloitte SEA embrace WorldClass, an initiative designed to help expand access to education and career-building opportunities for those affected by Industry 4.0. The goal is to impact 50 million futures by 2030.

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This journey would not have been possible without the support of our people and their dedication to helping our clients be successful and grow their business. We would also like to express our deepest appreciation to our Clients, many of whom we have served for a number of years. Without their ongoing support and trust in us, we would not have been able to accomplish what we have achieved thus far.
Southeast Asia FY18 Annual Review

Danilo Alcantara
Deloitte Southeast Asia Chairman

FY18 was an exceptional year for Deloitte Southeast Asia (SEA). We are delighted with what we achieved and the impact we made for our clients, people and communities. Most significantly, we will look back on this as the year we helped laid the foundation for our new Deloitte Asia Pacific (AP) member firm.

Addressing the complex challenges society faces today has become an imperative for business, and one that requires a new mindset. When our clients demanded that Deloitte operate more consistently in an increasingly globalised marketplace, we embraced the opportunity. Deloitte SEA and member firms in Australia, China, Japan and New Zealand came together to form Deloitte AP on 1 September 2018.

The collaboration of our five firms in Asia Pacific will allow us to increase our presence in key emerging areas and develop our talent, resources and ability to offer innovative services and solutions. Our new structure will also allow us to provide a seamless client experience across geographical boundaries – ensuring consistency and quality of our services wherever our clients operate.

The development of our new member firm reflects Deloitte’s unrelenting commitment to serving clients with quality and distinction. At the same time, Deloitte AP will offer enriched career development possibilities to our people by providing them with greater mobility and new opportunities.

Over the past year, Deloitte SEA’s multidisciplinary business model continued to deliver successes. We increased strategic investments in the capabilities and services most sought after by clients in the fastest growing region in the world. We also saw 242 professionals elevated to partner, representing a nearly 30 percent increase over last year.

Deloitte SEA is dedicated to building a diverse, inclusive, agile workforce that is deeply skilled and ready for Industry 4.0.

Our ongoing focus on leadership development and succession planning over the year will also help us ensure continuity in the way we serve our clients. Our organisation – across our businesses, geographies and even into our Board of Directors – is truly multicultural and represents our focus on diversity and inclusion.

On behalf of the Board, I would like to thank all partners and staff for their leadership, hard work and dedication.

A message from the Chairman of Deloitte Southeast Asia
Our clients

Helping organisations innovate, transform and lead
With more insightful business perspectives, we enable our clients to harness their strengths, expand their capabilities and innovate for the future. Our forward-thinking initiatives and solutions deliver the ‘Deloitte difference’, helping to propel growth across the region and ensure our clients get to the future faster.
Deloitte increases scale across the Asia Pacific region to enhance our client service capabilities

Deloitte Southeast Asia and the geographies of Australia, China, Japan and New Zealand are joining together to create Deloitte Asia Pacific – a move expected to generate combined investment of US$321 million over the next three years. This increase in scale will enable Deloitte to provide more innovative and differentiated services, and use its strengths more effectively.

Deloitte Asia Pacific CEO Cindy Hook says Deloitte will be better able to serve clients in these regions, who are operating in a more globally connected way than ever before. “We have an opportunity to increase our scale in this market while enhancing our capabilities to serve clients,” she says. “Our aspiration over the next few years is for Deloitte Asia Pacific to become the undisputed leader in professional services in the region.”

This milestone will help clients in Southeast Asia make bold plays in the regional and global marketplaces, says Philip Yuen, Deloitte Southeast Asia CEO. “Being the third most populous market in the world after China and India, and with a rising middle class, Southeast Asia is well-acknowledged globally as a growth market where opportunities abound for global businesses looking to enter this market, and for local businesses wanting to grow regionally,” he says.

The changes will provide exciting career development opportunities for Deloitte staff members, which will help to attract, develop and retain the very best talent the region has to offer.

After several years of work, Deloitte Asia Pacific came into effect on 1 September 2018. The new firm brings together over 44,500 professionals across the region and provides unrivalled career opportunities for our people and seamless service for our clients.

Deloitte supports start-ups through Unilever Foundry’s LEVEL3

Deloitte@LEVEL3 is an initiative developed with the Unilever Foundry to support Unilever’s corporate innovation programme, which includes LEVEL3, a workspace launched by Unilever and Padang&Co in February 2017 to bring together Unilever, start-ups, technology experts and venture capitalists to encourage innovation and create new partnerships that deliver real business impact.

LEVEL3 is located at Unilever’s Asia Pacific regional headquarters in Singapore. It gives start-ups exclusive access to Unilever Foundry’s innovation events as well as mentorship programmes, focused briefs and funded pilots, in order to solve real business challenges across marketing, finance, logistics, supply chain and customer development. Around 50 International and local start-ups have settled into LEVEL3 – a good number of which are involved in pilot projects with Unilever.

This collaboration between Deloitte and Unilever demonstrates our commitment to be part of the innovation ecosystem. As LEVEL3’s first corporate partner, Deloitte works with the LEVEL3 team to run advisory clinics and panel discussions offering insights into industry trends, addressing current hot topics for instance highlights of the Singapore Budget 2018 for start-ups and on the Future of Mobility, and the broad range of challenges that start-ups face. Through these clinics and thought leadership events, LEVEL3 start-ups have benefited from access to high-level guidance from Deloitte partners and directors covering a range of specialized topics including sustainability, patents and intellectual property protection, valuation and fund-raising, data privacy and protection. We have been adopting an agile approach, learning and innovating along the way in order to push the boundaries of traditional corporate partnerships.
Addressing global workplace challenges with a Future of Work Centre of Excellence

Driven by accelerating connectivity, new talent models and cognitive tools, work is changing. As robotics, AI and other new technologies drive productivity improvement, workforces are also becoming more contingent, formed by transient networks of teams challenging current structures and practices. At the same time, workplaces are changing to facilitate greater collaboration and team work.

Winning in this environment requires businesses to reconsider how jobs are designed and work to adapt and learn for future growth. To help our clients navigate this complex environment, Deloitte launched the Global Future of Work Centre of Excellence (CoE) in 2017.

The Singapore-based CoE will not only signals an unprecedented collaboration with the Singapore Government, but also represents one of our largest investments in partnership with another organisation. It aims to establish Singapore as a global hub and Deloitte as a global leader in the future of work, by 2020.

Over the next three years, the Future of Work CoE will build local Singapore talent in emerging technologies and new business models, focused on highly sought-after skill areas such as digital platforms, user experience, AI analytics, actuarial science and natural language processing, among others – working together with local ecosystem partners.

“Cognitive technologies, robotics and accelerating connectivity are all elements of a seismic shift impacting how and where work is performed. Almost every job will be reinvented as personal expectations of work evolve and essential human skills are augmented by technology,” says Punj Menen, CEO of Deloitte Global. “This transformation will require organisations to reconsider how they hire and reskill workers and develop new operational strategies for a more mobile and autonomous workforce. Through this new Centre of Excellence, Deloitte is committed to helping organisations navigate these challenges successfully.”

“We welcome the setting up of Deloitte’s Future of Work Centre of Excellence in Singapore, as this will foster even more partnerships and strengthen the ecosystem for technology innovation,” says Dr Sean Gin Beh, Chairman of EDB.

Deloitte Private launches in Southeast Asia to nurture client legacies

Launched in 2017, Southeast Asia’s Deloitte Private practice caters to the specific needs of wealthy individuals, family businesses and private enterprises in the region. We launched the business in response to the growing demand for services to help these clients accelerate growth in their businesses and preserve their wealth, while protecting and extending their legacy.

Deloitte Private’s specialised offerings include tax efficient wealth structuring; family governance, office creation and review; succession planning; and next-generation education and leadership.

Our professionals are experienced in the many facets of wealth planning. Our estate tax specialists, for example, work closely with each client’s other professional advisors to address complex issues relating to estates, gifts, inheritances, trusts and charitable activities. This coordination enables them to develop and implement an estate plan tailored to the clients individual needs.

Deloitte Private’s dedicated advisors go the extra mile to get to know each client, their business and the people they care about — building a long-lasting and trusted relationship to turn aspirations into reality.

As part of its fifth anniversary celebrations, Singapore Management University’s (SMU) Business Families Institute (BFI) unveiled its commemorative book titled ‘The 4Gs of Family Business’ on 27 July 2018, which showcases the stories of more than 30 families in Asia and beyond, some of which have never been shared publicly.


Through close and intimate conversations with current and next generation leaders of the family enterprises, this book offers a rare glimpse into the values, resilience and aspirations of many leading business families of Asia who, due to their reserved nature, tend to shun the spotlight and keep a low profile despite their highly significant contribution to the Asian economy.

BFI has been instrumental in supporting the growth of Asian business families over the last five years since its inception. Deloitte Private is pleased to have journeyed with BFI and it is our honour to be able to contribute to their research efforts. Together, we believe the right values, strong governance along with effective succession planning will enable business families to preserve their wealth and create a lasting legacy that can be passed on to their future generations.

Philip Yuen, CEO, Deloitte Southeast Asia and Singapore
Monitor Deloitte was appointed by the Malaysia Digital Economy Corporation (MDEC) to develop a national framework and strategic roadmap for a sharing economy for Malaysia. The Malaysian Government’s Economic Planning Unit, Performance Management and Delivery Unit and Bank Negara Malaysia also supported the project.

The sharing economy is expected to provide new income opportunities, allow efficient resource allocation and spur technology development. The project went on to become a national agenda and generated significant visibility. The recommendations were presented to the Budget Consultation session in June 2017, and subsequently the study was discussed in the 2017/2018 Economy report published by the Ministry of Finance.

The Monitor team’s deep understanding of the digital economy and experience in developing public sector solutions were vital in securing and delivering this significant project.

Deloitte set to transform Singapore’s volunteer landscape

Strengthening our long partnership with the Singapore Government, our SEA Public Sector practice has been selected by the Ministry of Culture, Community and Youth (MCCY) to develop and operate a next-generation whole-of-government Volunteer Management System.

Deloitte will draw on cutting-edge technologies to deliver resiliency and cost-effectiveness for our client as we build an intelligent, one-stop platform to promote volunteerism in Singapore. The win follows a sustained engagement in which Deloitte led a strategic study for MCCY on Singapore’s evolving volunteer landscape and the need for MCCY’s agencies to transform their existing business processes. These agencies include Majlis Ugama Islam Singapura, the National Arts Council, the National Heritage Board, Sport Singapore and Youth Corps Singapore.

Deloitte demonstrated superior thought leadership during the study, guiding diverse stakeholders to adopt a solution that will replace the existing agency-centric model with a citizen-centric model.

This enhanced Deloitte’s prominence and credibility with the client and was a significant factor in MCCY’s decision to award us the project.

Digital Transformation and Managed Services teams exceed PLDT expectations

Our Technology Strategy & Architecture and Outsourcing Advisory Services teams recently completed a series of successful engagements for leading Philippines Telco PLDT Inc. and its wireless subsidiary Smart Communications. With a focus on improving overall profitability, PLDT engaged Deloitte to vision and design its Digital Transformation and Managed Services Strategy.

We outlined key steps for PLDT to take in its digital transformation journey including developing a managed services strategy that aligns with its overall Digital corporate strategy, building a supporting business case and partner selection and contracting with multiple transformation partners including a US$300 million deal for Applications Managed Services and Applications Transformation with global software company Amdocs and a US$29 million deal with global information and communications technology leader Huawei.

These partnerships will help PLDT focus on its core business while offering next generation products and services to their customers leveraging new technologies such as AI, Machine Learning and Chat Bots. Deloitte’s success with these engagements has establish us as a trusted advisor to PLDT resulting in Deloitte being selected to deliver on other aspects of PLDT’s transformation agenda including Infrastructure Modernization, Change Management & Organization of the Future Design and Enterprise Data Governance.
Ensuring our people can reach their full potential

Our people
Throughout our Southeast Asia network, we are committed to deepening and broadening our talent and workforce capital. Our training and development strategies go beyond the obvious to ensure our people can reach their full potential, so that Deloitte remains a place where leaders thrive and innovative ideas prosper.
Our firm continues to take steps to nurture tomorrow’s talent across the region. In 2015, for instance, we set up the Southeast Asia Cyber Risk Security Operations Centre in Singapore. Through this centre, we have collaborated with various partners – including the Singapore Info-communications Media Development Authority (IMDA), Cyber Security Agency of Singapore (CSA) and Temasek Polytechnic – to increase the pool of cyber security professionals regionally, as well as raise awareness of cyber security issues.

Since February 2017, Deloitte has also been a training partner for the Cyber Security Associates and Technologists (CSAT) programme, jointly run by IMDA and CSA. The programme aims to equip IT professionals with relevant cyber security skills. We offer trainees on-the-job training in areas such as security engineering and cyber forensics, and mentoring from our local and global cyber experts.

On 10 July 2017, we signed a memorandum of understanding with Temasek Polytechnic. Under the three-year agreement, we will offer internships to Cyber & Digital Security and Digital Forensics diploma students and sponsor graduation prizes. Our cyber experts will co-teach courses at Temasek Polytechnic, and we will work together on two major projects each year to help understand and provide solutions to industry-specific cyber security issues.

Deloitte’s partnerships with IMDA, CSA and Temasek Polytechnic are grounded in our strong support of the Singapore Government’s efforts to protect and defend the country against cyber attacks.

- Thio Tse Gan, Cyber Risk Leader, Deloitte Southeast Asia

In 2018, Deloitte Southeast Asia welcomed its first intake of graduates under the Brunei Government’s i-Ready Apprenticeship programme. The programme, which is run by the Energy and Industry Department and the Manpower Policy and Planning Unit (MPPU), offers university graduates in Brunei the opportunity to complete a three-year apprenticeship with leading organisations, including Deloitte. After a rigorous selection process involving 586 applicants, seven graduates were selected. Our new apprentices will work in Deloitte’s consulting practice in Brunei. They will focus on primary and secondary research consulting work, and will help complete data analysis and resolve complex business challenges.

Deloitte takes a global perspective when it comes to doing business, serving clients in every market. That means we aim to deliver the right people with the right skills wherever our clients need them – anywhere in the world.

It is not just our clients who benefit. With offices in more than 150 countries, we offer our people unrivalled opportunities to work overseas, whether they are looking to take part in a short-term mobility project or build a career internationally.

This approach means thousands of people across every level of our organisation work internationally. Some of our people move to another country to support a specific client or assignment – sometimes for weeks, months or even years. Others work overseas to capitalise on opportunities in emerging markets, or simply because they want to work in another country.

Deloitte staff members can also pursue challenging cross-border assignments through our Global Mobility Programme and our Southeast Asia and Australia Audit Programme.

We support the Brunei Government’s initiatives to enhance the employability of new Brunei graduates and help them be future-ready. We recognise that Brunei has a talented pool of graduates, and we look forward to continuing our support, including holding more recruitment drives and working closely with the MPPU to identify opportunities for more Bruneians to be part of our Deloitte Southeast Asia consulting team.

- Lee Chew Chiat, Public Sector Leader, Deloitte Southeast Asia

Creating smarter client solutions through a global talent strategy

Boosting the business ecosystem through significant partnerships

Providing development opportunities for Brunei’s future leaders
Diversifying consulting through Singapore’s Professional Conversion Programme

Deloitte Singapore officially launched its Professional Conversion Programme (PCP) in 2018. Developed in collaboration with Workforce Singapore (WSG) and the Singapore Economic Development Board (EDB), the PCP offers professionals who wish to make a mid-career change the opportunity to work within our consulting practice.

Deloitte is the first organisation to establish a PCP for consulting job positions. The programme is open to candidates from different careers who possess skills and experience that might benefit the consulting roles. These candidates will go through the same interview and selection process as with all other candidates and will be considered based on their skills and experience, and if they can fit the work culture and environment at Deloitte.

Successful PCP candidates are supported in their new roles at Deloitte through training and mentorship programmes. We also offer a variety of structured learning programmes – including on-the-job training, secondments and classroom-style courses – to enhance their skills and job performance.

The PCP formalises what we have been doing all along – seeing the value of hiring professionals who would like to pursue a different career in the consulting sector. These professionals bring with them wealth of experience, skills, acumen and industry expertise, which give them a heightened understanding of the challenges our clients face.

Eugene Ho, Deloitte Consulting Singapore Leader

We are proud to collaborate with WSG and EDB on this significant initiative to help boost employment and productivity in the Singapore workforce. The PCP is a big part of our talent development efforts in consulting; we believe that it helps us deliver greater value to our clients, with the wealth of insights that these experienced professionals can provide.

Philip Yuen, CEO, Deloitte Southeast Asia and Deloitte Singapore

Fostering a diverse, inclusive workplace culture

At Deloitte Southeast Asia, we believe diversity and inclusion are central to our ability to execute our strategy. We know that at the intersection of diversity and inclusion lies an area rich with fresh, innovative ideas and creativity, which drives a better employee experience and, ultimately, better outcomes.

Everyone at Deloitte, from our graduates to our Chief Executive Officer, is responsible for creating and maintaining an inclusive culture – what we call ‘inclusion with us at the centre’.

As part of this, we are focused on providing our female talent with support, development and opportunities to accelerate their careers and help them thrive.

Our firm-wide Inspiring Women strategy focuses on supporting women at Deloitte throughout their careers. It involves fostering an inclusive culture based on value and respect; strengthening our leadership by investing in female talent; and removing the structural and societal barriers that limit women’s advancement, such as domestic and family abuse.

In 2016, Deloitte Singapore launched the Board-ready Women Program. Led by the Deloitte S.E.A. Center for Corporate Governance, this initiative aims to increase female representation on corporate boards by preparing talented female executives for future roles on the boards of public and private companies. One of our participants from the first cohort received her first board appointment in January 2018.
I am proud that SUTD and Deloitte have come together to use our expertise to focus on the methodology and application of data analytics. Information and knowledge changes the way corporations and communities operate, and I hope that we can help build and develop the next-generation workforce and community through this collaboration.

Dr Janson Yap,
Risk Advisory Regional
Managing Partner,
Deloitte Southeast Asia

Nurturing capabilities in data and audit analytics

In 2018, Deloitte Singapore partnered with the Singapore University of Technology and Design (SUTD) to develop data analytics courses for its SUTD Academy. The first course, Foundation of Data Science, was offered in January. We believe in the importance of training the next generation of accounting professional, and the skill sets and experience they gain through this programme will put them in good stead when they join the profession, placing them at the forefront of the industry.

On 12 January 2018, Deloitte Singapore signed an MOU with SMU to develop an audit analytics programme for its School of Accountancy. Under the partnership, Deloitte will teach the Audit Analytics module under the Second Major in Accounting Data and Analytics (Bachelor of Accountancy). Deloitte Singapore will also offer priority job and internship placements - including overseas opportunities for students in the Second Major – and sponsor a book prize for the top performing Audit Analytics student.

Powering high performance through sport

At Deloitte SEA, we believe creating success for our clients starts with ensuring our staff can perform to the highest level in whatever they commit to. That’s why supporting sport is of special importance to the firm. We believe getting involved with sport can reinforce the same standards of excellence, integrity, partnership and teamwork that our people uphold in the office.

As well as sponsoring major sporting events, such as the inaugural Singapore Youth Olympic Games, the 2015 SEA Games and the 2015 ASEAN Para Games, we also encourage our staff to take part in them. In 2017, Deloitte SEA’s athletes did us proud at the biennial Southeast Asian Games, with seven of our athletes from Malaysia and Singapore achieving a podium finish!

In FY18, we were equally proud to have three Deloitte SEA athletes represent our nation at the 2018 Asian Games, a major multi-sport event hosted in the Indonesian cities of Jakarta and Palembang. Audit Senior Bob Chong took part in the Canoe/Kayak Sprint and Traditional Boat event. Student Ambassador Lee Kai Yang took part in the water polo competition and Deloitte Scholar Amanda Ng took part in sailing.

We awarded Amanda a Deloitte Singapore Scholarship worth S$20,000 specifically to help support her Asian Games 2018 goal while she pursued her undergraduate degree in accountancy at SMU. This was the first time the Deloitte Singapore Scholarship has been awarded for this purpose. Amanda was able to use this amount to fund all aspects of her training, preparation and equipment needed for her to qualify for the Asian Games.

When she graduates from SMU, Amanda will join Deloitte as an Audit & Assurance Associate under Deloitte Ignite – a special programme for Singapore’s elite athletes that offers flexible employment so these athletes can pursue both their careers and sports with equal dedication and commitment.

For the sportspeople, being part of the Deloitte family allows them to make use of the skills and qualities acquired from sports in another context, and to develop the experience they need to forge a professional career. It is an opportunity to balance their work and sport without compromising on the passion, dedication and energy that each requires.

The more than 40 current and retired Team Singapore athletes presently employed by Deloitte Singapore include netballers Charmaine Soh and Kimberly Lim, pole-vaulter Rachel Yang and retired badminton player Derek Wong.

You might not expect a professional services firm to offer elite athletes flexible employment, internship and scholarship opportunities. But Deloitte Ignite is just one example of how ‘the Deloitte difference’ works – offering value beyond the obvious. Deloitte Ignite is tailored to the needs of hard working athletes who have made great sacrifices to represent the nation in their sport.

Dr Janson Yap, Deloitte Southeast Asia
Our community
All our people – from Partners to new hires – understand that fostering a culture of purpose and giving back is fundamental to who we are as an organisation. We encourage bold action that creates social impact and business value, and we put this into practice by supporting cutting-edge programmes for children, teaching young people about agile thinking, and delivering many other initiatives.
There are many talent programmes all over the world. What makes UNLEASH unique, is that we are creating a global lab and platform fully dedicated to the new SDGs where talents can add value directly and access a unique eco-system of corporations, think-thanks, foundations, non-profits, and angel investors, etc.

Through UNLEASH, connections were made. Inspirations were found. Passions were unleashed. Innovations launched, and most importantly, world problems were solved!
Taking a deeper look at what matters:
Impact day 2017

Impact Day is a special day on the Deloitte calendar. Held every year in the Southeast Asia region, it is when thousands of our people down their usual work tools to make a positive contribution in our communities. In 2017, Impact Day saw our professionals brimming with the spirit of purpose as they worked in teams to host community-oriented events and volunteer at local charities.

Brunei
Sixty volunteers from our Brunei practice held a leadership workshop for 25 Universiti Teknologi Brunei undergraduates. The students learnt how to apply the GRPI (Goals, Roles, Processes, Interpersonal) model during activities, and bonded with our people as they exchanged insights and leadership experiences.

Cambodia
Our volunteers visited the Aspire Training & Education school and orphanage in Siem Reap to distribute bags of food, study tools and art materials bought using proceeds from a fundraising drive. They also gave the orphanage a fresh coat of paint.

Guam
Almost 60 volunteers took a field trip with fifth graders from the Chief Brodie Memorial Elementary School, to visit the newly opened Guam Museum. They visited the “Hita I Hanom, We are Water” exhibition, where the students learnt about the importance of water in their daily lives. In addition, skilled weaver Mark Benavente demonstrated various traditional techniques, making hats, baskets and fishing nets.

Indonesia
Deloitte invited 25 young students with disabilities from the National Vocational Rehabilitation Center in Cibinong, West Java to visit our Jakarta office. More than 70 volunteers participated in interactive games and encouraged the students to complete a series of challenges.

Malaysia
More than 800 volunteers – the biggest contingent of all our Southeast Asia practices – formed groups to visit children or adults in need. Some joined the programme by Kechara Soup Kitchen and delivered groceries and other essentials to struggling families. Others participated in arts, crafts and swimming with underprivileged children, visited an aged care home to clean and paint the walls, or took part in visual and performing arts activities with young Burmese refugees at the United Learning Centre in Kuala Lumpur.

Lao PDR
Deloitte worked with the Ministry of Education to identify rural schools that needed stationery and other equipment. Our volunteers purchased the items, then broke up into groups to distribute them personally. They also conducted mass exercises and games, all of which put big smiles on the children’s faces.
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Myanmar
We collaborated with two organisations in Myanmar. One group of volunteers was featured on television for their work with Don Eain, a heritage restoration and urban regeneration organisation in Yangon. The volunteers joined students and children in beautifying the streets, and participated in an interactive session on Myanmar’s history. A second group of volunteers worked with the Myanmar Mobile Education Project, engaging with children via a mobile library; teaching kids about the importance of personal and environmental hygiene; and conducting fun and interactive lessons.

Philippines
About 50 volunteers participated in different activities throughout the Philippines. For the third year running, staff members visited the Marikina Watershed, a reserve in Rizal Province that is being reforested after its denuded landscape caused unprecedented flooding in Manila in 2009. Our participants planted 1,875 seedlings for fruit-bearing trees, contributing to a replanted area of around eight hectares. A separate group of 20 volunteers accompanied students from the Tipas Elementary School on a tour of The Mind Museum, a world-class science museum, where they learned about technology, outer space and the history of Earth. More than ₱300,000 (more than US$5,750) was raised and it will be used to fund upcoming projects.

Thailand
We raised ₱145,243 (more than US$4,000) to buy water coolers and filters, cooking pots and sport equipment for the Wat Don Thong School, and presented the equipment on Impact Day, bringing joy to the students.

Vietnam
About 900 of our people and their family members volunteered for fundraising activities, running charity booths and game stations, and hosting a gala dinner. We collected more than US$3,000, which will be used to benefit people from all walks of life, including children and persons with a disability.

Singapore
In Singapore, we named August Impact month in celebration of our 50th anniversary. More than 500 volunteers took part in 15 activities, which ended on Impact Day when our people collected almost 100 kilograms of rubbish from a beach on Lazarus Island. Every Thursday and Friday in August, volunteers spent time with cancer patients at the National Cancer Centre Singapore as part of the S.N.A.C.Ks programme, serving healthy food to relieve patients’ discomfort. Volunteers also organized a sports carnival – including inline skating, dragon-boat racing and kayaking – for students from NorthLight School, which assists those at risk of dropping out; facilitated an all-ages workshop to make planters using recycled plastic water bottles; packed food donations and distributed them to the needy around Singapore; organised the inventory at Food Bank Singapore’s warehouse; and took people who had suffered a stroke on a tour of the Botanic Gardens.
Running for art

In our largest-ever Impact Day charity event in Singapore, Deloitte Partners – joined by staff members, alumni, clients, and corporate and community partners – set out to run 5,000 kilometres over 50 continuous hours to raise S$50,000.

The run took place in the lead-up to Singapore’s National Day on 9 August. Early on 3 August, starting at Gardens by the Bay, our Partners took turns leading runners to various locations across Singapore, including iconic landmarks and the offices of our corporate and community partners.

In an example of our people applying their passion and determination for a higher purpose, we exceeded our target, raising S$90,000 (almost US$69,000) and running more than 7,200 kilometres. The funds were donated to Arts@Metta, a Metta Welfare Association programme that helps young people with special needs develop as artists.

Walking the talk

James Walton, Deloitte Southeast Asia Clients & Markets Partner, was inspired to use exercise to assist underprivileged and at-risk youth in Singapore. All would-be athletes require proper sports shoes for their own safety and health, which is why in March 2017 he joined forces with Dipna Lim-Prasad, a Team Singapore Olympic athlete, to found the In My Shoes movement.

The initiative takes unwanted sports shoes, cleans them up and redistributes them to disadvantaged youth.

Initially, Team Singapore athletes donated their pre-loved shoes, which were cleaned and repackaged with socks, a dream journal, a bracelet and a drawstring bag before being presented to the young recipients.

The movement then broadened its activities, raising S$50,000 (more than US$38,000) through a Giving.sg campaign, collecting donated shoes at running events and placing donation boxes at various locations in Singapore. Companies, schools, government ministers, the Speaker of the House and celebrities all donated shoes, generating significant publicity.

In total, the movement collected and redistributed 1,000 pairs of new and used sports shoes in its first year.

In My Shoes has been so successful that it has set up special camps to help young people build confidence, learn life skills, and develop as both athletes and well-rounded citizens. Walton and Lim-Prasad also welcomed founding partners Deloitte Singapore, Fullerton Health Foundation, SportsCares and Osim to the movement.

In 2018, In My Shoes continues to collects shoes and is exploring expanding to other countries in the region, establishing training camps and offering athlete scholarships.
Delivering the Deloitte difference for our clients

When people ask “what’s different about Deloitte?”, the answer is in our winning advantage; our unique one Southeast Asia structure and broad multidisciplinary model. This continues to enable us to boost revenue, achieve cost synergies and develop strong, innovative lines of business that meet our clients’ wide-ranging needs.

Deeper still, what makes Deloitte so much more impactful than people realise is quite simply that we aim to be the best at everything we do - not only helping clients realise their ambitions, but also maximising the success of our people and making a positive difference in society.