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Universum ranks us amongst the Top 5 employers in India's Business Schools

Universum's recently released list of Top 100 Ideal Employers for 2014 bears testimony to the steady march of progress of Deloitte's employer brand in India. Improving strategic positioning in the marketplace is a key facet of our Lead from the Front strategy, and for U.S. India (USI), this manifests through the definition and advocacy of our employer brand on campuses and the marketplace.



Our ranking in MBA schools moved up from #44 in 2011 to #21 in 2013, and all the way up to #5 in 2014.

In engineering colleges, we made a leap of 23 places from #66 in 2013 to #43 in 2014.

The rankings measure our level of attractiveness as an employer of choice and stand testament to our values, our culture and the opportunities that Deloitte represents, in the Indian marketplace.

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USI enables Deloitte to lead from the front as employer of choice in India, Asia Pacific



Over the last four years, the Deloitte U.S. India offices (USI) have been playing a pivotal role in enhancing Deloitte's strategic positioning as an employer of choice in the India Talent marketplace. The organization not only doubled its strength during this period and expanded its footprint to Bengaluru and Delhi, but also significantly expanded Deloitte's positioning in leading business schools as an organization that attracts, develops and retains top talent.

In a matter of pride for the professionals, Deloitte made a remarkable leap in The Universum's most attractive employers ranking in APAC and India; and retained its ranking as among top three recruiters at the foremost 21 business schools in India in the annual survey by *The Economic Times*, one of India's leading business dailies. In FY14, USI recorded a 22 percent increase in headcount. The steady rise in Deloitte's positioning in the talent marketplace as a preferred employer bears testimony to USI's capabilities in delivering a distinct competitive edge to Deloitte.

- Ranked No. 2 among "APAC's Most Attractive Employers 2014" — by The Universum.
- Up by three places from No. 5 in 2013
- Ranked No. 5 among "India's TOP100 Ideal Employers 2014" — by The Universum.
- Up from No. 21 in 2013
- Ranked No. 3 in "India's Top Recruiters" at the 21 top B-schools in India — by The Economic Times.
- Ranked No. 3 in 2013 and among top 5 for the third consecutive year.

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India's TOP100 Ideal Employers Employers 2014

| Rank | Employer |
|------|------------|
| 1 | Google |
| 2 | ICICI Bank |
| 3 | Apple |
| 4 | Microsoft |
| 5 | Deloitte |
| 6 | Sony |
| 7 | Facebook |

S&O practice expands footprints to Bengaluru

Taking its commitment towards growth to a new level, and ensuring flexibility for practitioners, the Strategy and Operations (S&O) team at U.S. India (USI) Consulting has recently set foot in the Bengaluru office. This move is in addition to the already existing Technology and Human Capital (HC) Consulting teams, and will help strengthen the Advisory capabilities in Bengaluru. There are about 180 Advisory practitioners (including the Deloitte Consulting Innovation team) currently operating from Bengaluru now.



The strategic focus for Bengaluru operations will be to expand the Technology capabilities and introduce new offerings in Analytics and digital services, as well as to become the USI base for COEs (Center of Excellence).

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First Public Sector University Course, successfully completed!

As part of the organization's commitment to clients and the endeavor to equip USI client service professionals to deliver exceptional value clients, U.S. India offices are making significant investments in Industry Learning.



Recently, the U.S. India National Industry Learning Team and the Public Sector Industry team, under the leadership of U.S. India Consulting directors Matt Even and Sejal Madiya, collaborated to execute a first of its kind Public Sector University course for U.S. India professionals aligned to this industry.



The two-day program, attended by 40 professionals from across functions and office locations of USI, was facilitated by two accomplished external trainers Kenneth Smith and Sanjeev Sethi. They offered deep insights into what goes behind in taking a potential opportunity from the stage of a proposal to a client engagement, through real life examples.

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Driving the vision of 'One Analytics' — The USI Analytics Summit

For the first time, business functions across Deloitte U.S. India (USI) came together to host the USI Analytics Summit 2014 at DU — The Leadership Center in India. The initiative brought together more than 500 professionals from across all USI business functions under the 'One Analytics' umbrella. Attendees comprised industry experts, leadership from U.S., USI, and other member firms. The conference served as a melting pot of ideas and insight into analytics — undoubtedly the 'next big thing' in the business sphere. It was also an ideal environment for the analytics fraternity at USI to network and learn about best practices and new ideas from thought leaders and peers, and collectively discuss the current state and the future opportunities in the analytics space.

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Preparing for Talent 2020: Deloitte Leadership at National Human Capital Conclave

Deloitte was the knowledge partner at the 2nd National Human Capital Conclave, recently hosted in Mumbai by the National HRD Network. The conference, themed 'Preparing for Talent 2020: Lead, Develop, Engage and Reinvent', was attended by over 200 HR leaders, across India. The conference presented an opportunity for Deloitte to share its thought leadership at the forum. Two Deloitte reports were released at the conference — [Deloitte Global Human Capital Trends Report 2014](#) and [Deloitte-NHRDN India Country Forward 2014](#). The Global Human Capital Trends survey is one of the most comprehensive studies of global human capital trends, readiness, and issues. Deloitte surveyed 2500+ businesses and HR leaders in 90+ countries, covering major industries.

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Pashupati Kumar (PK) attains the IPP L III certification

Aligning with the AERS Advisory 'Lead with Industry' strategy

PK, Business Risk Leader, U.S. India AERS Advisory, recently became the first professional in USI to attain Level III in the Industry Proficiency Program (IPP), in the Technology sector. This certification acknowledges his deep sector specific knowledge, vast experience, and eminence in external forums.

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World Quality Congress recognizes Sumeeta Hari as among the '50 Most Talented Quality Professionals of India'

Sumeeta Hari, director, Quality and Risk Management (QRM) at U.S. India Consulting, was recently recognized as one of the '50 Most Talented Quality Professionals of India' at a global awards ceremony hosted by the [World Quality Congress](#) in Mumbai. Sumeeta is the only winner from the Information Technology (IT) Consulting sector. Other awardees were mostly from Pharmaceutical, ITES/BPO, Manufacturing, Automotive, Banking, and Airlines sectors. Starting July 2014, she has also been extended the invitation to be on the Advisory Council of World Quality Congress. To be on the list of '50 Most Talented Quality Professionals of India' is an intensely researched process. Competency criteria included strategic perspective, business goal management, risk management, team orientation, networking etc. are. The selection committee also vetted factors like internal perception within the organization and external perception based on credibility, achievement, integrity, value contribution to the business, and work life balance.



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U.S. India's Nikita Tete felicitated with the 2014 Knowledge Management Leadership Award

The Global Knowledge Management Congress 2014 felicitated our very own **Nikita Tete, vice president — Knowledge Services** with the prestigious **Knowledge Management Leadership Award** on 27 June, 2014 at Taj Lands End, Mumbai. The award recognizes Nikita's contributions to the field of knowledge management as a strategic and an iconic leader. As the spirit of the award is to identify the Best of the Best in the field, this is a proud moment for Deloitte with its commitment to leverage the value of knowledge management for growth, innovation and exceptional client service.



The jury and the advisory council of the award included respected names from the industry from the World Corporate Universities Congress, chaired by Dr. Ganesh Natarajan, Vice Chairman and CEO, Zensar Technologies, the Global Knowledge Management Congress was chaired by Dr. Hariprasad Reddy, Head — Knowledge Management, Wipro Limited.

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Artwork of Change

SOS Children's Village creates a family atmosphere for orphans through their curative program that empowers destitute women in the home and family-based model. Adding the role-model edge to this model, our volunteers from Skill Build program have been able to help 50 students in the age group of 12–17 to aspire for higher education and equip them with employability skills.

Through our efforts we have been able to transform disinterest in learning to high performance in all learning spheres.



Team + Deloitte = Transformation

Through regular sessions, the pass percentage for the children has increased from 60–65% to 70–75%. Some of the children have also gained over 85% in their annual exams.

Regular visits and collaboration with the mothers of SOS village have helped change perspectives and build the enthusiasm of children for education.

The team helped identify a very significant need of a projector to make learning interesting. Deloitte invested in this as part of our strategic donation and hence enabled their education further. As role models, our volunteers have inculcated professional skills in the children at a very young age.



About SOS Village:

SOS builds families for children in need, help them shape their own futures and share in the development of their communities. SOS works primarily for children who have lost their parents (orphans) or at a risk of losing adequate parental care via a curative and preventive approach.

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News about you

Betty Podapati, Hyderabad Services, is currently working in **PwC Canada in the Learning and Development team**. She moved to Canada as soon as she left Deloitte in the year 2011. She married her childhood sweetheart Paul Jakkula in April 2010 while she was still at Deloitte. They are glad to announce that they have received the permanent residency there and are planning to settle down in Toronto.

Devina Jain, Gurgaon AERS, is pursuing her MBA from the prestigious FORE School of Management in Delhi. This course has taken her places. She was given an opportunity to go to France for a semester on an exchange program in January 2014. She had a great learning and fun experience.

In the course she is able to draw a lot from her experience with Deloitte. Devina's stint with the company, although short, was very fruitful and has made her a much more confident person. She draws inspiration from the high ethical standards maintained by the company. She feels extremely privileged to have once been a part of the Deloitte family.

Dhruv Kamdar, Hyderabad Tax, is working with a small firm for U.S. State Tax. The knowledge which he got in Deloitte was very much precious in a way because it never diminished. He feels that the technical CE courses in Deloitte were up to the mark. Today, he acts as a consultant to growing companies throughout U.S. As the complexities in the state laws are increasing they sure need a helping hand. The firms as consultants provide them end to end solutions. He travels to client sites and often conducts meetings regarding the state laws.

He further adds, "In the business of consulting, the main investment is human resources and trust me Deloitte exactly knows how to do that. It is because of strong foundation provided to us by Deloitte that we are being able to cater to our requirement of clients. Thank you Deloitte!"

Gaurav Vohra, Gurgaon AERS, feels that human interaction is one of the areas where Deloitte USI is best. He feels that Deloitte USI is a place that offers great work life balance to employees. Gaurav says he would love to be a part of the Deloitte family again.

He further adds, "There is a famous proverb — when you lose something in life, then you realize the real worth of it. I realized what Deloitte meant to me when I was no longer with the firm. I have never seen such supporting seniors and managers. Whether it was a professional assignment, Deloitte ONE, Impact Day, etc. — Deloitte days are best days of my career."

Gaurav says he would love to be a part of the Deloitte family again.

Hanumant Reddy, Hyderabad Tax, has started his own company of agriculture mechanization in Rwanda where his company *Voluntous Agricon* works as a private partner to the government of Rwanda. The time he spent at Deloitte has really helped him learn a lot and he is able to apply all his learnings at his company.

Kevin Patterson, Hyderabad Services, will always treasure my fond memories of the time he spent with the organization, and will always be a proud member of the USI alumni family.

In January of 2010, two months after he and his wife Nicole Patterson were married, she asked Kevin if he would be open to moving to India for two years so that she could take on an expat opportunity with Deloitte. Having spent the first 44 years of his life in America, Kevin couldn't picture himself living anywhere else, but six months later, he was the Communications Leader for USI FAS, and was commuting from their home near Hyderabad's HiTech City train station to the C block on a daily basis.

Since that time, he and his wife moved to the Dallas, TX area where they purchased their first home. They also adopted a baby boy, and he recently completed a life-long dream of writing and publishing a romantic comedy on Amazon called *Small, Dark, and Handsome*. Despite all of these major changes, he often thinks back to the many fun-filled days that he had with his talented USI teammates, and sometimes wishes he could turn back the clock for a while.

Nakul Chopra, Gurgaon AERS, is working as privacy manager at Vodafone India and got the framework implementation and audit completed.

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