



U.S. India offices (USI) alumni | February 2015



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### An historic milestone for USI!

In a symbolic ground breaking ceremony, USI laid the foundation for a new state-of-the-art campus in Hyderabad. To witness this exciting new beginning, we had Frank Friedman, Chief Executive Officer, Deloitte LLP, along with Jennifer Steinmann, Chief Talent Officer and Deputy CEO, Larry Quinlan, Chief Information Officer, Deb DeHaas, Chief Inclusion Officer and Tracey Edwards, Chief Knowledge Officer, all attend the ceremony in person.



We at U.S. India (USI) continue to grow, perform above plan, and unlock value for our clients, our people and our communities. We have clearly established in USI, a growth engine that plays a key role in keeping Deloitte strong, competitive and innovative across the globe. But like I said before-the best is yet to come!', said Bruce Stewart, Principal, Deloitte LLP. The new campus is conveniently located opposite the current Hyderabad G & H-Blocks. The first iconic tower of our 13 acre campus is slated for completion in the last quarter of 2017. Measuring 18 floors and covering 1.26 million square feet, the tower will be one of the tallest in Hyderabad and one of Deloitte's largest facilities. In addition to realizing operational efficiencies across the board, the campus will help foster a culture of collaboration and innovation through the co-location of our FSS functions, Enabling Areas and global member firm teams.

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### Launching the emerging leaders development program in USI

The Deloitte U. S. India offices launched the Emerging Leaders Development Program (ELDP) on January 21, 2015 for 35 high-potential women senior managers. Over the last few years, the ELDP has been immensely successful in the US with over 120 of its alumni joining the PPD ranks.

ELDP is a comprehensive, multi-disciplinary professional development program designed primarily for high-performing women senior managers to help prepare them for the next stage in their careers. ELDP uses skill-building sessions, self-assessments, 360-degree feedback, and one-on-one coaching with an external professional coach to help equip promising leaders for greater responsibility. Through the intensive learning curriculum, participants explore a variety of topics, including effective development strategies, risk-taking, building professional networks, and dealing effectively with potential biases in the corporate space. In addition, each participant is assigned a senior leader from within the organization as a sponsor who commits a year to help their protégé drive her own career by helping her understand how to navigate our organization, serve as a sounding board and help unlock her potential.

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### Deloitte wins the first Informatica global architect's challenge

The Information Management (IM) team at U.S. India (USI) Consulting recently achieved a milestone in the space of innovation and enterprise architecture, by winning the first global **Informatica Architect's Challenge: Design the Enterprise Architecture of 2020** competition. The competition was a call for innovative ideas that could shape the next generation of enterprise architecture and accelerate the delivery of business value.

"This is an incredible achievement and highlights both our marketplace and thought leadership in data architecture and innovation. To win this challenge ahead of such a wide array of competitors is a hugely impressive outcome, and the team deserves a lot of credit. Great job!" said Mark Shilling, Information Management's National Service Line Leader.

The submission on **Modeling the future Enterprise Data Architecture: A vision 2020** won this challenge, having competed with amongst participants from top consulting firms, universities, and product companies across the world. The entry described an enterprise-wide architecture for analytics, which addressed multiple latency requirements, incorporating big data technology. It also included an expert example of applying the architecture to the airline industry.

## Core team



Sandeep Sethi



Hrishikesh Bhope



Pankaj Mittal



Dinesh Dhoot

## Winning Team



Sandeep Sharma



Uday Katira



Surabhi Daharwal



Arvind Kumar



Hari Hara Sudhan  
Shanmuganathan



Abhishek Sanyal



Nikhil Kumar



Sannidhi Rajamane

The winning team members, who have succeeded in winning 100 iPad Minis to donate to a school of their choice are: Arvind Kumar-specialist senior; Sannidhi Rajamane-BTA; Hari Hara S-consultant; Nikhil Kumar-BTA; Abhishek Sanyal-consultant; Surabhi Daharwal-manager; Uday Katira-senior manager; Sandeep Kumar Sethi-senior manager; and Sandeep Kumar Sharma-director.

The group also bagged the honorable mention award for the submission on '**Unlocking the potential of 2020 E-Commerce using a Data Discovery Platform**'. This submission was a combined effort by Sameer Uttam-senior consultant; Maninder Singh Pahwa-consultant; Prateek Singh-consultant; Puneet Gupta-consultant; Puneet Srivastava-consultant; Pankaj Mittal-specialist master; and Sandeep Kumar Sethi.

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## Deloitte's thought leadership in testing showcased at QAI's annual testing conference

Testing COE of USI Consulting has been one of the steadily growing teams in US India offices which also made a mark for itself by strategically positioning Deloitte's thought leadership in the marketplace. The team did it once again with an exceptional presence at the 14th Annual International Software Testing Conference (STC 2014) by Quality Assurance International (QAI).



Richa Garg and Minal Deshpande

Minal Deshpande, director, U.S. India Consulting, who is on the Global Advisory Board of QAI, was the keynote speaker at the Conference, held on December 4-5, 2014 in Bengaluru. She was accompanied by five U.S. India Consulting professionals, who presented at the event.

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## About QAI and annual software testing conference





QAI is a leading global consulting and workforce development organization addressing Operational Excellence' in Information Technology, Business Process Outsourcing, and knowledge intensive service organizations.

A highly popular offering of QAI, the conference was attended by 400+ participants from over 130 organizations and was well attended by COOs, CIOs, CTOs, IT Professionals, Quality Heads, Process Improvement Consultants, CMMI® Lead Appraisers from India and across the world.

Built on the theme of 'Re-invent Testing, Inspiring Innovation & Increasing Agility' this year, the conference displayed ideas, experiments, experiences to explore challenges, suggested techniques and best practices to successfully create a culture of inspired innovation, and increased agility.

This year, 26 papers were selected from over 700 submissions that were received from 350+ organizations across six countries to compete for the Best of the Best Awards 2014.

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### USI Consulting's thoughtware at the conference

- Speaking on 'Testing in Digital World', Minal and Richa Garg, specialist master, highlighted the need of testing in an ever growing digital world. They also shared a case study and Deloitte's experience of Testing in Digital World.
- Shirish Sawant, specialist master and Mradul Kapoor, consultant, presented a paper on 'Why Testing Center of Excellence (TCoE)?'
- Vrushali Kulkarni, specialist senior, and Udit Saxena, consultant, presented their case on 'Responsive Website Testing-A Tactical Approach'.
- Recently, Minal also had the opportunity to present at the Next Generation Testing Conference, organized by UNICOM.

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### Junior Achievement successfully concludes the latest edition of JA IBC program in Deloitte Hyderabad offices

Deloitte, as an organization, believes in harnessing fresh ideas to make a positive impact on clients, organizations, and most importantly our community. Growth, fostered through learning, quality and consistency in practice, is key to us as individuals. Deloitte in association with Junior Achievement (JA) again had a successful JA IBC (Junior Achievement India Business Challenge) Program this year in Deloitte offices in the month of November. Our Leaders Pashupati Kumar, director, U.S. India AERS Advisory; Jaideep Agarwal, director, Core Talent Services, U.S. India Talent; and Vashistha Patel, senior manager, U.S. India AERS Advisory were present at the event and spoke to the students about Deloitte's values and engaged them in career-oriented conversations.



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## Impact

[On students](#)

[On our volunteers](#)

#### "Teamwork makes the Dream Work"

It is a competition where we learn to strategize and manage funds in a business. As participants we learned that the aim is to find a balance of logical thinking and facing challenges. We learned the methods to make capital investment decisions, promote new business growth, and explored how price and production can affect business performance. It was an effective use of time, it would take months to develop skills without events like this.

Samskar Palavarapu  
President, ECA-Sreenidhi Institute of Science and Technology

The JA Titan program was a great experience and something I look forward to witness every year. This year I was amazed by some of the talented young students with their ability to comprehend as a CEO and play the game. Junior Achievement has really given me a platform where I can really live by the notion "Be the giving hand" and the only thing I like to "take away" are the smile and happiness that students bestow upon us after we complete sessions with them

Ehsan Salman  
Assistant Manager, Global Finance, Deloitte U.S. India offices

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### U.S. India tax professionals exhibit expertise at APAC conference

With organizations round the globe paying extensive attention to expanding their footprint in different geographies, a global workforce has become the need of the hour. However, due to complex tax regulations, global mobility can end up becoming very cost intensive, inefficient and even counterproductive. This challenge was addressed at a recent Asia Pacific conference organized in Singapore by the Global Employer Services (GES) group of Deloitte Tax.

The three-day meet put spotlight on innovation, regulation and communication through interactive workshops, case studies, educational sessions and insights from inspirational plenary speakers. Participants explored how global mobility professionals are redefining ways to keep pace with shifting business priorities, responding to developing markets and compliance obligations whilst communicating with and meeting the expectations of their stakeholders.



**Viraj Malhan**, Director, Deloitte Tax LLP and **Jyoti Rathi**, Tax Senior Manager, Deloitte Tax Services India from U.S. India facilitated one of the sessions on the impact of taxation. **Jyoti**, **Robert Lombardo**, Tax Senior Manager, Deloitte Tax LLP and **Chiranjeevi Kumar**, Tax Manager, Deloitte Tax Services India were also involved in conducting technology demonstrations of Deloitte Global Advantage tools such as Calendar, Organizer, Cost Projection and Business Traveler.

Sharing his experience from the conference, Viraj said: "The U.S. India Tax GES team is the biggest user of our own technology and collaboration tools. The APAC conference was a great opportunity of our team members to provide our clients with an experience of our world class technology."

In order to promote collaboration and creativity, another interactive session called 'Spark the Debate' was organized during the conference. This debate served as an outlet for participants to present their ideas on several human resource topics. Woven into many of the sessions was the use of data analytics and workshops on how short term business visitors are impacted.

Talking about the success of the conference, Donald Riegger, GES Asia Pacific Leader, Deloitte & Touche LLP said: "Having Viraj and our U.S. India team lead integral parts of the APAC conference this year demonstrated the maturity of the practice and helped highlight U.S. India as a key partner of Deloitte GES in Asia."

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### Minal Deshpande and Shilpa Gangrade speak at the next generation testing conference



**Minal Deshpande**, director, and **Shilpa Gangrade**, manager, U.S. India Consulting were invited as plenary speakers to the Next Generation Testing Conference, organized by UNICOM, in Mumbai on November 14, 2014. The conference also had speakers from leading technology organizations, including Reliance, L&T InfoTech, iGATE, Accenture, IBM, Cap Gemini, and Oracle.

The discussions and presentations at the conference centered on how testing professionals and the practice of testing have to be reinvented to keep pace with the dynamics of technology, business, and the challenging economic scenario.

Referring to their presentation at the conference, Minal says, "The main idea for the presentation was to bring a case study to the table for one of the largest Telco client. We are intrigued by the word 'drive'. The word 'drive' at its core implies change agents; what is the impetus that is pointing people in a certain direction. We carefully studied the emerging trends and market needs in order to drive our research topic. We finally zeroed in on one theme: 'Testing with APIs'. This is an emerging area and we were thrilled to share our ideas on how and why it is the need of the hour."

"Attending the conference was a great experience," says Shilpa. "We were appreciated for our foresight in identifying a topic like this and aligning it to business needs. We look forward to speaking in conferences like these to build the Deloitte brand."

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## Hitting it high, with pride and passion-in the second innings!

Over the past few years, more than 40 boomerangs have found their way back to Deloitte U.S. India Tax, reflecting the organization's exceptional commitment to the growth and development of its professionals, and our professionals' love for our culture.

Many of these professionals have performed exceptionally in their second innings. Here is a snapshot!

### **Harmeet Kaur**

Harmeet won the "Best in Class award for Managerial effectiveness" in FY12. She also participated in the second wave of USI Tax Innovation Program and her idea was published on the Innovation website.

### **Syam Kumar G V N S S**

Syam won the Best in Class award for increasing utilization during 'Valley' in FY12.

### **Nisha Chandora**

Nisha participated in the second wave of USI Tax Innovation Program and her team made it to the second round. An accomplished sportsperson, she also participated in the 'Intra-Tax Sports Tournament-2013' and won in three categories: Winner-Badminton Women's Doubles, Runner-up-Table Tennis Women's Doubles, and Runner-up-Table Tennis Mixed Doubles.

### **Ashish Makhija**

Ashish represented 'Tax Titans' team in the Intra Tax Cricket Tournament in Delhi in 2013. In the previous year, he represented 'Tax Royals' team in the Intra FSS Cricket Tournament in Hyderabad.

### **Karthik Abbineni**

Karthik led a team in the second wave of USI Tax Innovation Program.

### **Amyr Pirani**

Amyr represented "East Warriors" in the Intra FSS Cricket Tournament and the Intra Tax Cricket Tournament. He also helped identify new cricketing talent from the CSR batches. He also actively volunteers for community involvement initiatives. He is a core team member of the IMPACT Day thread "Breather."

### **Ramya Yallapragada**

Ramya participated in the second wave of USI Tax Innovation Program and her team emerged as the second runners up.

### **Soma Kumari Vishnoi**

Soma was part of the 'Aussie Riders' cricket team for women and last year, who were also runners up in Intra Tax Cricket Tournament for women. This year's tournament is on and her team is among the top three.



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## Deloitte AERS launches season 4 of collegiate cyber threat competition on 52 campuses

The Collegiate Cyber Defense Competition (CCDC) system is a series of events that has been conducted at more than 100 technical schools across the United States every year since 2005. Similar to the CCDC model in U.S., CCTC is an initiative by Deloitte Advisory in India to engage with India's premier institutes with an objective to create awareness around information security.

CCTC Season 4 kick started with 52 campuses being tested through an online quiz in Round 0. As the competition unfurls to the next Round, 14 campuses will now compete to qualify for Round 2 through an online Hackathon simulation game. We have created an innovative lens to keep the participant updated on the various facets of the competition.



CCTC aims to strengthen brand Deloitte and reinforces one of our key differentiators-Culture of Learning, in the marketplace by:

- Creating a collaborative structure using which both talented students and premier institutes can build cyber security expertise
- Providing an educational venue for students to apply theory and practical skills learnt around information security
- Fostering the spirit of teamwork, ethical behavior, and effective communication
- Exposing E-School students of Tier 2 and Tier 3 to the challenges and opportunities of tomorrow's business world, today

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## The Deloitte 10K Run

The third edition of the Deloitte 10K Run will be held on February 22, 2015. Participation will raise money for non-profits. Two professionals each from Mumbai, Delhi and Bengaluru offices are also expected to participate.



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## News About You

**Ashna Kurian, Hyderabad Services**, has joined Juris Corp as a HR manager in Mumbai.

**Bhavya Garg, Hyderabad Services**, works at Hansa Cequity in Gurgaon as a key account manager and manages digital consulting for various Fortune 500 and MNC's. She gained expertise in digital marketing and account planning and thoroughly enjoys working in an advertising agency.

She has also found her zeal for fashion and was shortlisted for auditions at Femina Style Diva but instead of diving into that field, she started a fashion and styling blog. She urges all readers to bring out their fashion intelligence by trying out the styles that we talk about in the articles. <http://bareberryblush.com/>

She made some friendly connections at Deloitte and still holds onto them strongly. Deloitte had imbibed a

sense of responsibility and honesty in her which she continues to hold onto.

**Chandrakanth Celamkoti, Hyderabad Services**, left Deloitte as he got an opportunity to work in UK. It meant a lot to clear all the interview rounds for the role. His stint with Deloitte helped him achieve one of his professional dreams. He confidently implemented his learning experiences from Deloitte at work place and has succeeded.

**Deepak Sukheja, Hyderabad AERS**, joined Microsoft's Information Security Team (ISRM) and is taking care of Information Security Operations of the corporate network. The last 25 months have been rewarding for him as he has upgraded his skill sets, added few new skills and built technical muscle in Microsoft. He gives credit to his tenure in Deloitte for the kind of success he has had in Microsoft.

He adds, "The Green Dot was actually a beginning of many good things in my professional life."

**Harika Kusum, Hyderabad Consulting**, compares every company where she works with Deloitte because Deloitte had been and always will be at the highest standard of work she would ever associate with. She's proud to declare that she was a part of Deloitte.

Currently, she is in the editorial section of the famous long standing twin Telugu monthly magazines-Vipula and Chatura, a part of the Eenadu group. She is based out of Hyderabad. They publish translations of world stories. So, she has to be constantly in touch with the literary aspects of almost all the countries on the globe and choose the best. It's very enjoyable and she has attended some literary talks and seminars of world authors.

She gained interest in social work due to the annual Impact Day and is a volunteer of several NGOs and does her best to help the needy. She supports valid social causes. She thanks Deloitte for opening the world for her.

**Himanshu Mittal, Hyderabad Consulting**, is getting married to Varsha Agarwal on February 21, 2015.

**Mathangi Sampath, Bengaluru Consulting**, relocated to Indiana, USA after getting married in 2012. He is pursuing his MS in Supply Chain Management from the University of Texas, Dallas and will be graduating in 2016. He is looking forward to work with Deloitte in future.

**Sarat Kollimarla, Hyderabad Services**, moved to New York and is currently pursuing his masters in commercial and advertising art from New York University.

**Suma Kasinadhuni, Hyderabad Services**, joined in Australia's leading IT recruitments firm Peoplebank as a Recruitment consultant hiring for Australian Federal government. She is proud to be associated with Peoplebank, however she will always miss working with Deloitte.

**Vishal Jadhav, Mumbai Consulting**, is currently a graduate student of Information Systems Management at Carnegie Mellon University (CMU). In the welcome sessions at CMU last fall, he met at least a dozen Deloitte USI alumni joining CMU for information systems and it was exciting for him to know what a strong network one brings in as a Deloitte alumnus.

They have so many mutual friends across locations and enjoyed discussing about work and fun they had while at USI. He feels that this underlines the fact that they have finally mastered the one thing about Deloitte, Networking!

He adds, "As an Alumnus I can definitely say, I couldn't have asked for a better launchpad for my career than Deloitte USI. And yes, we missed the Impact Day!"

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