



The Network Colleagues for Life

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New leadership announcements

Punit Renjen

Deloitte Touche Tohmatsu Limited ("Deloitte Global") announced Mr. Punit Renjen, currently Deloitte USI member firm chairman of the board, as Deloitte Global's new chief executive officer. Mr. Renjen will assume the new role on June 1, 2015, the start of Deloitte Global's new fiscal year.

Mr. Renjen succeeds Barry Salzberg, who will retire from Deloitte Global at the end of its fiscal year (May 31, 2015) and become a member of the full-time faculty of Columbia Business School as a professor of professional practice. Salzberg also to serve on public company boards. Mr. Renjen's leadership appointment is of a rigorous and comprehensive nomination and member firm partner ratification process that occurs every four years and includes all member firms of the Deloitte worldwide network. Mr. Renjen will remain with the Deloitte USI member firm until he transitions to the role of Deloitte Global chief executive officer (CEO).



Catherine Engelbert

Ms. Catherine Engelbert has been elected as CEO of Deloitte LLP, becoming the first female CEO of a major audit and consulting firm in the United States. Ms. Engelbert assumed her new role on March 11, 2015.



Ms. Engelbert currently serves as chairman and CEO of Deloitte & Touche LLP, the US accounting, auditing, and risk advisory subsidiary of Deloitte LLP, leading the Audit practice. Since joining Deloitte in 1986, Engelbert has had a distinguished track record serving several of Deloitte's largest and most complex global clients and is a former member of the Deloitte LLP board of directors.

Michael Fucci

Mr. Michael Fucci has been elected to the position of chairman of the board of Deloitte LLP. Fucci assumed his new role on March 11, 2015.



For more than 33 years, Mr. Fucci has been a practitioner and principal at Deloitte Consulting LLP. During his career, Mr. Fucci led the US Human Capital practice's growth to more than \$1 billion. In 2009, he took responsibility for all Deloitte Consulting LLP ("Deloitte Consulting") service areas during a significant economic downturn. Under his leadership, Deloitte Consulting's service areas thrived and have been among the US firms' top-performing business units. Mr. Fucci has been a member of the Deloitte LLP board of directors since 2012, serving on its Governance Committee, and chairing its Risk and Regulatory Committee.

SV Nathan

Mr. SV Nathan has moved to the position chief talent officer for the India member firm with effect on April 1, 2015. Additionally, he will be joining Deloitte India as a partner and will serve on the India member firm's executive committee. In the 10 years that Mr. Nathan served Deloitte USI, he has played a defining role in the rapid growth and transformation of the India region into a distinct competitive advantage for Deloitte.



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NASSCOM Diversity & Inclusion Summit 2015: Ms. Sumeeta Hari serves as a role model



The National Association of Software and Services Companies (NASSCOM) recently organized the NASSCOM Diversity & Inclusion Summit 2015 with 'Empowering Inclusion' as the core theme. The summit witnessed industry leaders share insights on the need to include diversity as a business imperative by synergizing with the agenda of inclusive growth. Ms. Hari, director, Deloitte Consulting, was invited as a role model for a session called 'Software Sultana: The Role Models'.

Ms. Hari shared the panel with the eminent role models like Meena Ganesh, cofounder and CEO, Portea Medical, Sharmeelee Bala, senior director, WalMart Global Technology

Services, and Vidya Laxman, director IT, Tesco HSC. Other speakers included stalwarts from firms like Fidelity investments, Deutsche Bank India, ITC Infotech, etc.

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Celebrating our 16th year on FORTUNE's '100 Best Companies to Work For' list



FORTUNE released its 2015 list of "100 Best Companies to Work For" and Deloitte ranked #97. Thanks to our people's feedback, we celebrate being on the "great place to work" list for the 16th time since 1998.

FORTUNE bases two-thirds of a company's score on its annual Trust Index® survey, sent to a random sample of our people who provide anonymous answers. The survey asks employees to rate their feelings about management's credibility, their job satisfaction, and how well the organization supports or encourages camaraderie among their coworkers. The remainder of the score comes from our responses to a range of detailed questions about our culture, recruiting practices, communications, benefits, diversity, and community involvement, among other things.

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Deloitte USI Business Continuity Program is now ISO 22301:2012 Certified



SV Nathan and Vikas Gupta, USI's Talent directors, along with Bruce Stewart USI RMP and Sundareswaran Krishnamoorthy, Vice president Talent and Karin Kumar Kameneni USI Talent's BCP representative are presented the ISO certificate

Operational excellence is a competitive advantage. USI has robust systems and processes in place that are constantly evolving to meet client needs and adjust to a dynamic regulatory environment.

Our Business Continuity Management (BCM) program is in place to help ensure the resiliency of these systems and processes and to meet the needs and expectations of our key stakeholders. To this end, Deloitte USI embarked on a three-year journey that culminated in earning the ISO certification (22301:2012, Societal Security-BCM systems-requirements) of the USI BCM program.

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TAP Into....Your Leadership Potential makes experiential learning fun and fulfilling



The recently held fourth and fifth editions of the 'TAP into... Your Leadership Potential' program helped drive home leadership capabilities and advance Deloitte's As One approach by incorporating two new components - collaboration through art and community involvement.

Other aspects of the program were:

- Artistic strokes: Participants were divided into teams and challenged to don the role of artists and create a masterpiece on canvas with the help of the art supplies provided to them.
- Community night: In line with our focus towards the community, participants spent an evening assembling 36 bicycles using parts provided to them. Post a rigorous check, these bikes were then shared with the SOS Children's Villages of India and Magic Bus - two nonprofit organizations that provide bikes to the needy children they work with. In addition, a monetary contribution was also made to three NGOs of the participants' choice - Centre for Social Service, Nirmaan, and Dwarakamayee Seva Samiti.

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Moving with purpose: The Deloitte 10K Run



About 4,000 Deloitte professionals participated in the third annual Deloitte 10K Run on February 22, 2015, in Hyderabad. The run, initially launched to advocate a healthy lifestyle amongst USI professionals, took on a larger purpose this year. For every professional who registered, 100 INR was donated to a nonprofit aligned to their function or enabling area.

Beyond the obvious benefits of health, the Deloitte 10K has become the ideal platform to experience the diversity and strength of our organization.

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GICs roundtable on the Talent agenda



As part of its 'GIC Connect' program for Global In-house Centers (GICs), Deloitte conducted its second roundtable session which centered on Talent and Leadership challenges faced by GICs in India.

The earlier roundtable, the first of the series, was held in November 2014 with the theme 'Gearing up for the Shared Services Revolution: How will you tackle the next phase?' The second edition of the roundtable was themed 'The Talent Agenda,' and drew 33 leaders from 19 GICs. The roundtable highlighted three important talent imperatives:

- Developing 'next generation' global leaders
- Building a differentiated compelling and sustainable employee brand
- Building 'best-in-class' employee engagement models

The Deloitte team included Parag Saigaonkar, principal, USI; Gaurav Gupta, partner, Deloitte Consulting, Deloitte India; Dr. Vishalli Dongrie, partner, Deloitte Consulting, Deloitte India; Ravi Mehta, director, Deloitte India; and SV Nathan, senior principal and chief talent officer, Deloitte India.

Participants included business heads and CHROs of GICs from firms such as Tesco Hindustan Service Centre, Adobe, AIG, Cargill, Citi, Dell, Fidelity, Goldman Sachs, HSBC, JPMorgan Chase, Nike, and Societe General.

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Equality in Diversity: USI celebrates our commitment to inclusion on International Women's Day 2015

Deloitte.

International
Women's day 2015
'He for She'



The Inclusion team, along with the Leadership of USI, endeavors to amplify this strength by bringing more colleagues into conversations on gender inclusion and, thereby, raise awareness and sensitization to the challenges women face at the workplace, home and the community.

In continuation of these efforts, the USI Inclusion team celebrated the International Women's Day 2015 across the four office locations through an array of activities, including an Inclusion Week in the USI Advisory practice and an Inclusion Week in the Gurgaon office. These activities ranged from panel discussions to leadership talks; special sessions for women professionals on topics like stress management and personal grooming; as well as fun and connect programs like quizzes, contests, and cultural events.

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Deloitte organizes the country's first-ever Deans Summit



Deloitte University: The Leadership Center in India hosted the country's first-ever Deans Summit on April 16-17, 2015. A joint initiative of USI and the India member firm, the summit welcomed more than 50 deans from premier Indian educational institutions to engage in a dialogue with Deloitte leaders. The event helped strengthen Deloitte's brand in the Indian marketplace as that of a firm invested in shaping the future of Talent in India. In line with Deloitte's Talent strategy and as part of its University Relations, the summit covered topics, including:

- A greater industry awareness among graduates
- Technological advancements in academia
- Experiential learning and innovative learning approaches
- Creation of a marketplace-relevant curriculum
- An environment that promotes globalized thinking among student bodies

Curriculum design, thoughtware development, and leadership skills were identified as specific areas for strategic collaboration following the panel discussions and the breakout sessions. For their part, the deans gained deeper insights into the needs of industry and the nature of Deloitte's business, while also further tapping into India's top collegiate environment.

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[Parashuram Chenji from USI Tax to participate in Australia's Tour de Chance](#)



At Deloitte, every professional is encouraged to bring their authentic self to work and pursue their passions outside of work. Parashuram Chenji (Parshu) is doing just that. He has made the cut to represent the Australia member firm in Tour de Chance - a cycling expedition organized by the nonprofit organization, Fighting Chance, to raise funds to create employment opportunities for people with disabilities.

Parshu is part of the Transaction Management Services (TMS) team in the Deloitte Private (Australia) team, USI Tax. Parshu will also fly to the Deloitte Australia office in Melbourne to meet with his Australian colleagues and undergo a training program.

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Deloitte cricket team secures runner-up position at Concern India Foundation tournament



Fuad Akhter's knock at the semifinal match is still the talk of the town.

Deloitte emerged as runners up in the recently held Hyderabad Corporate Cricket tournament. The team put up a tough fight against the Netcrackers in the finals in the 'Concern India Foundation' cricket tournament held in March 2015.

However, the highlight of this tournament was when one of Deloitte's cricketing stalwarts did a 'Yuvraj Singh' at the Hyderabad Corporate Cricket tournament and led the team to victory in the semifinals. The match was dubbed as impossible to win as the Deloitte team was playing against one of the strongest teams - State Bank of Hyderabad who had the game in their favor.

Kudos to the team for its efforts and never missing an opportunity in making Deloitte proud.

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News About you - USI

Areeb Ahmad, Mumbai Consulting, believes that the firm's consistent, firm, and commendable impact in the community and the emphasis on networking for mutual growth are two such things inter alia that makes it different and unique. He adds that, during the small, but rollercoaster stint of two years, he slowly but gradually realized that Deloitte is not a workshop of workaholics as the general idea goes out in the community. On the contrary, it is a platform, an institution, a temple which helps you realize the true potential within you. It provides you myriad chances to overcome your fear, reluctance, and hesitations. It takes you out of your comfort zone and helps you become a better manager, technocrat, and more importantly, a considerate person. He feels that somewhere between the transitioning of an associate to an alum helped him become a sound engineer, an innovative thinker, a good manager, and a selfless being.

Qazi Ahmed, Hyderabad Consulting, is working in the Gulf for a government organization on a contract doing comprehensive documentation and testing of Web-based applications.

He is also an avid blogger and writes blogs that give an understanding of Web analytics: <http://webanalyticsasmartway.blogspot.ae/>. He feels great to receive emails from the alumni group and looks forward to hearing from them.

Hashim Khan, Hyderabad Consulting, writes a blog on Adobe CQ5 and feels it might be useful for all CQ5 AEM practitioners. For further information, please visit his blog at <https://adobecq5tricksoftrade.wordpress.com/>.

Venkat Kumar, Hyderabad Services, looks forward to Deloitte alumni newsletters and is happy to know all the alumni news. He is currently settled in Chennai with his family, but they miss Hyderabad badly. He still has an impact when it comes to volunteerism due to the six great Impact day opportunities where he could do his bit for society. Deloitte will always have a special place in his memories and career as it is his longest tenured job in

his professional journey so far. He wishes and hopes that he will be back at the firm again someday as it is a huge digital world now.

Venkat further adds, "When I told my colleagues at my current workplace, people were astounded that Deloitte cares to even listen from their ex-employees so much. Yes, it is always a proud moment for me when people talk good things about Deloitte because I've been part of Deloitte, Hyderabad and seen it growing. I would like to wish all my peers, seniors, and management at Deloitte, all the very best."

Swanand Lad, Hyderabad Services, got married in 2009 while at the firm and moved to Mumbai in May 2011 as his wife and he were living distant for almost two years. He wanted to remain with the firm, however, he could not find a relevant opportunity in the firm's Mumbai location. He has completed distance learning MBA program from IIBM Pune and wishes to be a part of Deloitte again.

On the personal front, he has been blessed with a baby girl who is almost one and half year old.

Manisha Nandy Mazumder, Hyderabad Tax, feels a sense of belonging, pride, and elation when she receives emails to contribute to Deloitte. She says that it is a great feeling for her being an alumni of the firm. She loved every moment spent in the firm, but had to leave the firm as she wanted to shift her job function as she felt all her abilities were not being fully utilized.

She has since gained experience in sales and digital marketing, mostly in the education sector, and is looking to return to the firm.

Sagar Shah, Mumbai Services, took up entrepreneurship after leaving the firm and has ventured into distribution of educational e-learning business. His company is two years old and looks after the entire Mumbai region. Additionally, he has joined the food industry and owns a restaurant called Laziz Pizza in Mumbai. The restaurant is a franchise of a growing brand.

Life has changed substantially for him from a point in time where he was the junior most when he joined the firm and was managing projects to now managing organizations and people.

Lakshmi Shinde, Hyderabad Services, worked for CSC after leaving the firm, post which her husband and she went to United States for six months. After her return, she decided to become an entrepreneur. On April 21, they opened a small ladies garment shop and is happy to share that she has received a very positive response on this. She runs the shop along with her brother and is still passionate about working for a corporation and is looking for good opportunity.

She adds that Deloitte has always been special for her because she met her husband at Deloitte and they celebrated their second wedding anniversary on May 29. She thanks the firm for reaching out and for providing an opportunity to share the most important event of her life. She misses working at the firm after spending seven years and values it more than ever.

Varshini Sundaram, Hyderabad Audit, has been on a break since leaving the firm last year. She misses the office and adds that the firm gave her so much exposure and encouraged her to take up CPA studies in order to grow in the audit profession. She left against her own wish since she was unable to handle both CPA and work challenges. She did not want to divert and divide her attention between the two. She feels that no other company can implement and follow values like Deloitte, especially its people first policy. She congratulates the firm for always providing the employees with a very open supportive atmosphere.

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