



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



The Network Colleagues for Life

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Seeking the Maverick in the millennial mind

Celebrating one of India's largest campus-corporate engagements



Over 15,500 students from India's leading 100+ B-schools participated in the annual, multistage, elimination-style, business solutions challenge hosted by Deloitte in India. Team Ranchi Dreamers from the Indian Institute of Management, Ranchi, won the Season IV challenge, while Team RND from the Jamnalal Bajaj Institute of Management Studies, Mumbai, came through as the runner up. One of the biggest case challenge competitions in the country, the program's grand finale took place on September 4, 2015, at the Deloitte US India offices, Hyderabad.

Speaking about the format of the program, Bruce Stewart, principal, Deloitte LLP said, "Through the Maverick program we are innovating to expose management students to the challenges and opportunities of tomorrow's business world, today. The program introduces students to a corporate environment, challenges them to think about unconventional solutions that are sustainable, learn from Deloitte's business leaders, and display an innovation mindset and competencies that differentiate a leader."

The program is a collaborative initiative between Talent Acquisition and the businesses and creates an opportunity for early identification of Talent in the marketplace. This year 100 preplacement interview offers were rolled out to top performers of the competition.

Apart from business case studies, the competition's format also included:

- A corporate citizenship-based case challenge for the regional rounds
- War of Bands-Trip from the Indian School of Business, Hyderabad, won the musical contest among campus bands
- Roll the Reel-XQuotient from the Xaviers Institute of Management, Bhubaneswar, and Rolling Camera from the Institute of Management Technology, Ghaziabad, won the videography contest on millennials' perspective of an ideal workplace
- Be the One-12 students were rewarded for their personal stories of exceptional journeys and accomplishments

The event gave Deloitte in India the chance to strengthen its brand on campuses, as well as leverage social media through the hashtag **#CampusMaverick**.

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Deloitte Global CEO Punit Renjen visits India

Deloitte Global CEO, Punit Renjen, visited Delhi on July 16 & 17, 2015. His visit included meetings with clients from two of India's large enterprises and journalists from The Economic Times.



Speaking about his expectation for India as the growth rate picks up, Punit said, "India's fastest growth among the BRICS nations has changed the conversation to one of heightened expectations. Ten years ago, India was a cost arbitrage play; today, it is a talent arbitrage opportunity." Read the [full interview](#).

During a cocktail dinner reception on the first evening, Punit networked with major clients. He also visited with professionals at the Delhi office and attended a partner reception dinner.

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Cathy Engelbert ranked No. 21 on FORTUNE list

Deloitte US CEO Cathy Engelbert was ranked No. 21 on the *Fortune* Most Powerful Women list. She is a 30-year Deloitte veteran who is also the first woman to be named CEO of a Big Four firm in the United States.

More information about the list can be read [here](#).

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Nikita Tete, director, Knowledge Services among 50 most influential KM professionals in India

The Global Knowledge Management Congress recognized Nikita Tete as one of the 50 most influential Knowledge Management (KM) professionals in India. Nikita was recognized for her contributions to the Knowledge Services practice and her consistent track record. The global jury of senior professionals applauded her strategic perspective and future orientation in the field.



Nikita spearheaded the growth of the knowledge management function and has been instrumental in building strong teams for Deloitte's offices.

For her contributions as a strategic leader, she was earlier awarded the Knowledge Management Leadership Award at the Global Knowledge Management Congress, 2014. Additionally, Nikita has also contributed to develop and accelerate Management programs like **KAMP** (KM Accelerated Management Program) and **KAPS** (KM Accelerated Program for Specialists).

Nikita is also a member of the CII (Confederation of Indian Industry) National Knowledge Management and Business Transformation Committee. As part of this initiative, she leads the task force on Education and Collaboration working along with senior academicians.

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Consulting's Human Capital continues to grow stronger

Consulting's Human Capital (HC) practice specializes in providing a broad range of business consulting services to help organizations integrate their people, and enhance performance, productivity, and profitability in line with their business strategies. Over the last few years, the team has taken great strides.

In the 2015 financial year, the team experienced a 32% growth in headcount, as well as a 22% growth in revenues; well surpassing its targeted growth. Key milestones included several new client wins, as well as increased client service hours.

HC leadership ensured effective communication of strategic priorities and consequent growth sustenance through the Human Capital Fundamentals program and a pilot program, Senior Consultant Leadership.

As the practice continues to achieve more and showcase exceptional service delivery, its future looks extremely promising.

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Networking vs Relationship Building: Is there any difference?

Joy Kulappura, Leader-Records Management Services and National Meeting Service, Deloitte Consulting India Pvt. Ltd., shares his thoughts on why relationship building can have a greater impact.



The most common thing we know of networking is the "elevator pitch," a 30-second spiel delivered while the listener waits to reach the designated floor. While this can be a fairly good start, successful professionals would not limit networking to the exchanges of business cards alone.

They pursue contacts to build successful and mutually rewarding relationships beneficial to the business in the long term.

Networking to me is too individualistic, analogous to how service providers need service seekers and vice versa. As a result, I find it extremely difficult to remember the number of

people I meet during our firm networking events. For me, relationship building is quite contrary to the hunting down of the nearest recipient of our handshake and "me"-based speech; it is about growing a partnership based on mutual "give and take."

It is true that we all have significant experiences and if we choose to share them with our newfound business contacts, it defines our genuine self and our willingness to build a community that benefits all. This kind of attitude attracts equally like-minded and resourceful business cohorts.

Business relationship expert, Ivan Misner recommends "The VCP Model"-an acronym for Visibility, Credibility, Period, and Profitability:

- **'Visibility'** is where two people/services are aware of each other.
- Increased communication sustains visibility and leads to the building of **'Credibility,'** which reinforces the quality of being reliable, worthy of confidence. Credibility strengthens on the basis of satisfaction derived by either of the business parties.
- The most valuable investment is time or **'Period,'** which takes us through the phases of a developing relationship. 'Period' is variable hence determining profitability of its investment is highly subjected to our persistence.

Here is what I would encourage you to do: Step outside of your comfort zone and approach someone with the intent of creating a mutually beneficial relationship. A business deal can be one of its many perks

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Deloitte professional represents India at LG Cup International Women's Baseball Tournament



Deloitte professional, Akshaya Ganesan represented India at the LG Cup International Women's Baseball Tournament held in South Korea. The tournament featured eight club teams from seven nations, including Australia, Hong Kong, India, Japan, South Korea, Taiwan, and the United States.

"I never expected to be picked for the Indian Women's baseball team. It is a great honor to have been selected to play with a great team of individuals from all over India to represent our country," she said. Akshaya always had a flair for sports and played minor league baseball before her big breakthrough. Support from family, friends, colleagues, and her coach helped her endure the many hours of training and preparation leading to her selection. Although her team was unable to win the championship, the exposure and experience that Akshaya gained was immense.

This achievement is not only a moment of pride for India but also a reflection of Deloitte's values of providing professionals with multiple platforms to explore and excel.

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News About you - USI

Syed Aamir Aarfi, Gurgaon Advisory, transitioned into a new role as 'Entrepreneur in Residence' at a small startup. He became a trusted advisor in business and technology risk audit and implementation services while in the organization. Syed has liked his

transition so far and he credits Deloitte for the industry experience.

Arijit Chakraborty, Hyderabad Advisory, is pleased to share that his book, '*Risk Management in Civil Aviation*' is out in the market, and includes a foreword from the CEO of Bhutan Airlines. The review of the book came out in the April 2015 Newsletter of Institute of Chartered Accountants of India (ICAI)-EIRC.

Akhil Khatri, Hyderabad Services, followed his passion and became a wedding photographer. The organization played a big role in helping him make this decision as he learned that one should love what he does or take a step ahead if he does not love it. Akhil previously practiced photography in the streets of Hyderabad every weekend. Today, he is one of the most sought after wedding photographers in South India. His work has been published in various magazines, newspapers, articles, and more. He thanks Deloitte for everything he learned.

Venkat Kumar, Hyderabad Services, has been promoted as the process director at Deccansoft Software Services. He credits this career progression to the experience at the firm. He especially thanks all the leaders and the GSD team for their support.

Sneha Menon, Hyderabad Services, was married last year and moved to Canada. She is currently in Alberta and looking for opportunities. She adds that she hopes to join this wonderful company again sometime.

Sarvani Pandyaram, Hyderabad Services, is pursuing her Masters in Information Systems in Chicago, IL. She relished the opportunity to intern at Deloitte U.S. this summer and regards it as a great experience. She recalls visiting Deloitte University and exploring the new vision for analytics and thanks the firm for the wonderful learning experience.

Jai Shukla, Hyderabad Services, is proud to be an alum of this organization. He left Deloitte for personal reasons and recalls that it was a tough decision. He misses his clients, peers, and the work immensely. He thanks each of his leaders for his growth while here, and looks forward to returning to work and new opportunities.

Abhay Sinha, Hyderabad Services, joined S&P Capital IQ in July 2014 as a financial modelling associate. His work includes building and converting financial statements, technical analysis charts, DCF, M&A, LBO, estimates, transaction, ownership, and almost every kind of model in the financial domain. The work provides an opportunity to learn and develop his own approach to each model request. He adds that the time spent at Deloitte was one of the best periods of his life and he misses those days.

He has passed the CFA Level 1 exam held in June 2015 and now is preparing for Level 2 to be held in June 2016. His marriage is planned on November 25, 2015, in Chandigarh with a current employee of Deloitte.

Sowmya Sridharan, Hyderabad Tax, cherishes her five years with Deloitte. Her newfound interest towards teaching and helping others has been credited to Community Involvement (CI) activity. This interest culminated in her new profession as a teacher, currently working in one of the schools in Malaysia. She immensely appreciates the Deloitte CI Team and thanks Deloitte for having CI as a part of their program.

Gaurav Srivastava, Hyderabad Services, believes that everyone should work for Deloitte at least once in their career, because the kind of environment the firm provides to professionals is exemplary. He attended two summits organized by Deloitte on Data Science which he stresses were integral to preparing new hires for the coming challenges and becoming proficient in new technologies. He believes the summit was a confidence builder for him and he started doing a few projects on his own.

Swapnil Tembe, Hyderabad Consulting, was selected for the Indian Administrative Service (IAS) through the civil service examination and will be soon starting his training at Mussoorie. Currently, he is a part of the Indian Revenue Service (IRS). He adds that he learned a lot during his brief stint at Deloitte and had the pleasure of working with brilliant people.

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