

D.cisions

Helping you get the career you want

Issue 3
February 2016

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**EAT
HEALTHY**
in the CBD

Lessons from
SUCCESSFUL GRADUATES

WIN BIG
in our caption
contest!

Build your network:
8 tips for getting known



Seah Gek Choo
Deloitte Singapore
Talent Partner

A note from our talent partner

The long holiday season continues: after Christmas and New Year, Chinese New Year is just around the corner. It was delightful to see all the different festive celebrations that we had in December and January across departments and we are looking forward to the upcoming Chinese New Year celebrations.

We are just saying goodbye to our winter interns after their eight weeks with us which hopefully brought each of them many valuable takeaways. I am happy to hear the positive feedback and comments from the winter interns and we are always looking to ensure that our 'Intern Experience' initiative continues to be a success. We are getting ready now to welcome our next batch of interns in May for the Summer Internship Programme – if you are one of them, get ready for a great adventure!

Although it's the busy period now with the Audit and Tax peak periods, we still take time out of work to make an impact that matters to our communities. Following our partnership with Netball Singapore recently in November to offer employment and education opportunities to netballers in the National Opens team, 21 & Under squad, as well as tertiary players who have participated in Netball Singapore events, we helped launch Netball as a Co-Curricular Activity (CCA) at NorthLight School in January 2016. Our Deloitte Wellness Committee also recently introduced a series of Body Sculpting classes, conducted every Thursday from mid-January to End of March, to our staff to help them unwind, keep in shape and stay fit in the New Year and the responses have been great.

I wish you all a Happy New Year 2016 and a fulfilling and fruitful year ahead! There will be a series of Deloitte talks coming up – so keep a look out for them and grab these opportunities to attend. For some of you, it's the last semester before you graduate in May: so here's wishing you a great last semester in your final lap!

A handwritten signature in black ink, appearing to be 'Seah Gek Choo', written in a cursive style.

Issue 3: February 2016

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DARE TO BE *different:* SPARKING innovation

A quick glance at the world we live in immediately reveals intersecting streams of knowledge, creation and invention at every turn. It's no secret; we are living in a time where change is occurring like never before. We recognise this and the necessity of disruption for our services to be contemporary and competitive. We also acknowledge the importance to leverage on new technologies, an unprecedented scale of information exchange, and new growth models to provide a differentiated and valuable experience for our clients.

At Deloitte, we dare to be different and challenge you to be different. We welcome and encourage you to think of different ideas to spark innovation and to make a personal impact on the business, one that is real and lasting. From thinking differently to doing things differently, you will be in an environment and culture where you get the chance to continually develop and contribute your ideas, and be recognised for that. Read on to learn more about our various outlets which offer you the opportunity to play a creative and impactful role in the workplace. From challenging yourself to think about innovation opportunities, to concepts which can shape our business, learn how you can contribute and be a part of Deloitte's innovation culture!

“Deloitte believes innovation is what it takes to excel and grow in a complicated global environment.

Our vision to deliver a differentiated client experience is backed up by investing in our talents and harnessing our synergies and knowledge. And most importantly, creating the right infrastructure and environment to support the innovation momentum moving forward into our future.” – SEA

Innovation
Manager
Georgina
Kwa

Open innovation at Deloitte

Have a burning idea to share? A sudden dose of inspiration? Our open innovation platform, Spigit, allows you to submit your ideas and have them tested in real time. As a user here, you can review, like (or dislike), and comment on the myriad of different concepts submitted from our staff across our various functions. A good idea can entirely transform the way we approach our business! Since launching a year ago, Spigit has garnered a host of original concepts which are now being developed to add value to our business and capabilities.

To spur new rounds of discussion and ideation, innovation challenges are held regularly along different themes. A problem statement accompanies each challenge, focusing your mind on real and current problems at hand. If you're with here us during our internship programme, we also give you the opportunity to showcase your creative abilities and ideas. During the 2015 Deloitte Singapore Summer Internship Programme, we piloted the Intern Innovation Challenge. More recently, we extended our pilot to include the first Audit Intern Challenge, which challenged the winter interns to think beyond traditional notions and voice out their ideas on real issues. The winners for the challenges were recognised and walked away with attractive prizes!

Bringing perspectives to the table

As platforms for idea exchange and collaboration, DxChange and Innovation Hour give you the opportunity to connect and interact with staff from all service lines. These sessions provide an avenue for you to be part of a growing community of innovation advocates.

With a different topic set every month, DxChange sessions bring insights, viewpoints and external perspectives to our staff through informal get-togethers. During these conversations, cross-functional exchange and collaboration are encouraged amongst different career levels. Activities challenge participants to work and interact with one another, whilst facilitators lead on key discussion points. The intimately-sized event allows you to bring your perspectives to the table and contribute to matters which are relevant and critical to our professionals.

Innovation Hour introduces staff to the broader world of innovation, bringing prominent trends, innovations and ideas together to pique their curiosities. Recently, our Tax function experienced an out-of-world experience, where their office space was transformed into a space station. Thoughts, ideas and critical views were abuzz, as participants brainstormed ways in which Tax could prepare for, and address the challenges of the future. With more Innovation Hour sessions lined up for the other functions, look forward to meeting our SEA Innovation facilitators and a healthy bout of brainstorming! We want to hear your recommendations, perspectives and opinions on how to stimulate meaningful conversations in order to improve. Ultimately, your thoughts and voice will impact the direction of our firm, and even lead change.



Close to 30 participants from all levels across all functions were present to share their thoughts at the first DxChange session

“DxChange allows us to meet up regularly with colleagues from other functions to share our thoughts.

This would be especially valuable as we progress in our careers and share valuable advice with each other.” – Christopher Wong, Enterprise Risk Services Senior Consultant

“

Many people have the misconception that innovation is something that has to be big, disruptive, large scale, or totally original. To me, innovation happens if you can make a small tweak that results in a big change and a big impact.” – Koh Kaixin, co-founder of HighSpark

DxChange session hosted Koh Kai Xin, co-founder of HighSpark, to lead an innovation-sharing session whereby she talked about her journey building her company and shared tips on how to approach challenges that we face.



“

DxChange was a good way to meet people from different departments in Deloitte. What I found most interesting was a quote by Seth Godin that was shared by Kaixin about having the confidence to try things. Instead of focusing too much on the question of, ‘What if I fail?’, perhaps a better question should be, ‘After I fail, what then?’” – Soon Jin, Audit Associate

Empowering a generation of innovators

Today, it is important that we think out of the box, approach issues from different angles, and apply a creative mindset when solving problems. But what can we equip ourselves with to address the ambiguities and complexities of today's business world? Enter the Design Thinking workshop – a consultative workshop that draws from the design process to encourage fresh perspectives and creative problem solving. Since embarking on the Design Thinking journey early last year, our SEA Innovation team has brought the experience to over 900 staff across all levels, functions and geographies. In these sessions, teams experience a variety of approaches which aim to focus the business problem on human-centered needs. Tools typically characteristic of Designers like Personas, Journey Maps and Affinity Diagrams, are used to refine and ultimately craft testable prototypes out of initial concepts. The team continues to help teams solve their problems, as well as clients, through a design-led lens, fostering a culture of innovation, experimentation and ideation.

What's more, Deloitte has also included two-hour sessions in Design Thinking for Audit as part of its Core Learning Programme. Through this, Audit Associates and Seniors learn of the firm's activities in innovation whilst exploring design tools which can aid their engagements as well as personal lives.



Innovation Hour is a refreshing change to the corporate routine we are used to. To those who love seeding new ideas, this is the session for you.” – Denise Lim, a Tax Associate who attended Innovation Hour



Our Tax staff throwing out ideas during a brainstorming session for Tax Innovation Hour



A team races against the clock to complete their concept prototype in a Design Thinking Workshop

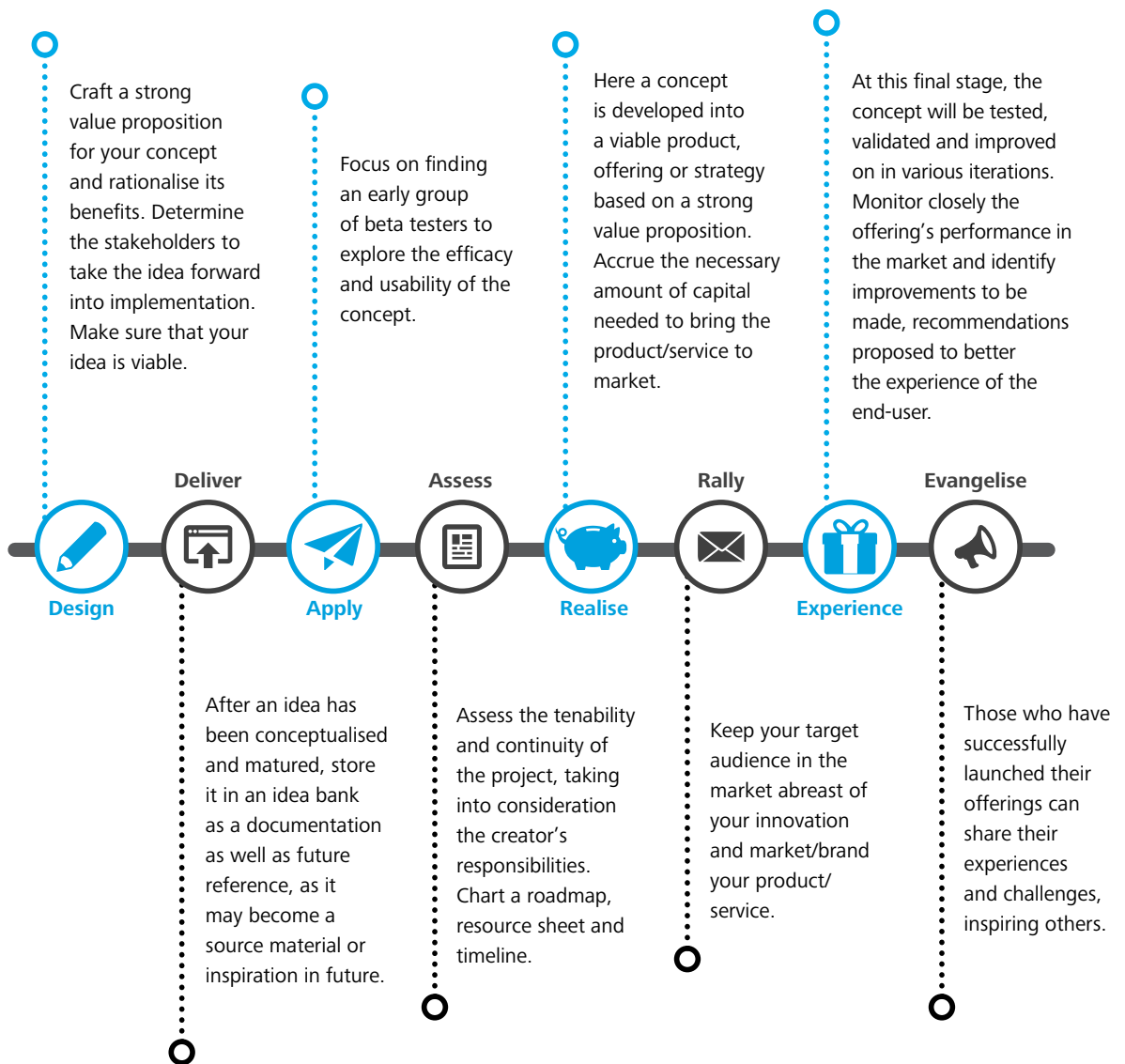


There is an innovator in everyone, and that we merely vary in capacity. Innovation is really about drawing insights about an ecosystem and forming a strategy off the back of that. The onus is on every innovation practitioner to both understand and become a part of the ecosystem to which they are trying to build.” – Christian Teo, SEA Design Innovation Associate

Being committed to building a vibrant innovation community where there is a sense of ownership and innovation spirit, the Deloitte SEA Innovation team also came up with the D.A.R.E. framework. D.A.R.E. is an approach to empower Deloitte staff and also reaffirm Deloitte’s belief that every individual is capable of contributing to innovation and realising the concepts of tomorrow.

Here is the adapted version of the D.A.R.E. framework, which you can adopt to help you be a step closer to bringing your ideas to life!

The D.A.R.E. framework (adapted version):



Love to challenge the status quo? Dare to be different?
 Innovation is an exciting and meaningful journey that we invite you to be part of –
 embark on yours now and create your spark!

Secrets TO SUCCESS

Are you at the stage where you'll soon be graduating and hoping you'll make the right career choice? Hoping you'll find the right role that suits you? In this section, our staff share with you their top tips and advice to help you make that right choice and make the successful leap from graduate to top talents just like them.





Lynette Leong Li Ping



Bachelor of Accountancy, SMU



2013



Audit Senior, Audit -
Financial Services Industry (FSI)



Good food, sleeping
and going to the gym

Deloitte and you

Q. What is your current role?

I specialise in the provision of assurance and advisory services to financial institutions.

Q. What is your background?

I graduated with a Bachelors in Accounting from SMU. During my undergraduate studies, I took different opportunities to explore various career paths relevant to accounting students. I did an audit internship with Deloitte and a Product Control internship with Credit Suisse. Apart from my internship experiences, I spent 6 months in Europe on an overseas exchange program.

Q. How did you get hired to work in Deloitte?

My first working experience with Deloitte was being a summer intern and I was offered a permanent position upon graduation. Personally, I believe it was my enthusiasm at work and the ability to build a strong rapport with my team which set me apart from the rest.

Q. Why did you choose Deloitte?

I felt drawn towards the nurturing culture prevalent within Deloitte, whereby the firm places a strong emphasis on developing the skills and talents of their employees. In addition to readily available training resources and opportunities, the senior associates and managers were always more than willing to offer mentorship as well as professional and personal advice.

Q. How do you think Deloitte is different from the other Big Four?

I think all Big Four accounting firms are largely similar. The main difference is the cultural aspects: Deloitte focusses on team work and a flat hierarchy structure. At Deloitte, we are encouraged to step up and express our constructive feedbacks and opinions freely to our peers and managers.





Your advice to undergraduates

Q. What advice would you offer to undergraduates in terms of career choices?

The best start you can give yourself is to choose a firm which facilitates the most learning and provides strong development of your foundation. My advice to undergraduates who want to pursue a career in audit is to have a good working attitude and always be mindful of all the readily available opportunities within the firm and work towards them.

Q. What is the best part of your job?

The best part about working in Deloitte is the people I get to interact and be team members with on a daily basis. The challenges set by my team and peers are constantly adjusted, every engagement brings a new challenge for me. The responsibility given in most of my engagements enables me to propel further in my career, which provides me with an immense sense of satisfaction.

Q. What is the best thing about working in FSI?

We look at risks for the various financial services companies, submerge ourselves and try to understand critical elements of the business that we audit. One of our end goals is to ensure that identified areas are meeting the regulatory requirements and risk appetite of the client firm. This provides us with a bird's eye view of the various businesses our clients undertake and their business processes.

Q. What should one be prepared for when entering FSI?

In this function, long working hours are not unusual during the peak period and being able to plan your priorities in your daily work is essential. In order to have a balanced and positive attitude, it is crucial to set aside time to be healthy and for things that we deem important in life. Apart from the long hours, the upside is you will always be learning something new during an engagement as you will be constantly looking for solutions or more literature to further understand the situation.





Deloitte and you

Q. What is your happiest moment at work?

What I like most about working in Deloitte is the friendship and camaraderie forged with my colleagues and batch mates. We support each other throughout the year, and we have been on a few overseas vacations to near destinations!

Q. Do you have any career milestone in Deloitte so far?

I have been the Senior-in-charge of various large engagements and have received several Audit Applause Awards from my manager and partner in recognition of my hard work and contributions. The Audit Applause Awards recognises those who take on additional responsibilities at crunch times, the commitment they display, the high quality of work they deliver, coaching team members effectively to overcome difficulties and many other instances of going above and beyond.

Q. What are some of the opportunities that Deloitte provides?

Deloitte provides team bonding social activities where you get to know your team better. In FSI, we have frequent mentor gatherings and department events like movie nights and go-kart sessions, amongst many others. I have also been given various traveling opportunities in Southeast Asia and been involved in on-site audit engagements, which provides another perspective professionally as it brings about a new experience.

Overseas mobility is also possible after some years as part of the Southeast Asia Mobility / Global Mobility Program, for you to gain international exposure and help you progress your career.





Sophie Lim



Bachelor of Accountancy, SMU



2014



Tax Associate - Business Tax



Going to church,
spending time with family
and friends, reading

Deloitte and you

Q. What is your current role?

The majority of my work involves providing tax compliance services to our clients. In addition to this, we separately answer to queries from the Comptroller of Income Tax or provide tax advice as and when requested by our clients.

Q. What is your background?

I was studying Accountancy in SMU before getting my first job at Deloitte. I've done both audit and tax internships at various Big 4 firms prior to obtaining my job and decided I was more interested in tax. The decision between audit and tax was an entirely personal one though, I believe in applying for a job that you have interest in, rather than one that just provides you with income, especially since you're going to be spending probably 1/3 of your time in the office, 1/3 of your time sleeping and 1/3 of your time having a life outside work.

Q. Why did you choose Deloitte?

The work-life balance and non-cut throat culture was attractive. Aside from what you do, the people you interact with are usually the reason why a person joins or leaves a firm. Most times, people quit people, not firms. It's therefore important to find out the working environment you want to immerse yourself in.

Q. How do you think Deloitte is different from the other Big Four?

The work-life balance and exposure to an extensive variety of industries was attractive especially for a fresh graduate where a premium would be placed on the learning exposure. Bigger firms tend to need to specialise too early, while other firms may be too structured for exposure in other areas of tax work.





Your advice to undergraduates

Q. What advice would you offer to undergraduates who want to pursue a career in Tax?

Do an internship beforehand to get a taste of whether the work is something you might be interested in.

Q. What can undergraduates expect when working in Tax?

Specifically for business tax, you can expect to learn a lot from different industries! We do a bit of individual tax for some of the business clients as well, after the business tax peak period, so you do get exposure to a wide range.

Q. What is the best part of your job?

Lunch breaks, team lunches, tax lunches. We all need a break! Also interactions with the people in the firm are what makes a job more than a job.

Your Deloitte experience

Q. How is it like working in Deloitte?

Good! The office has been recently renovated and the change is refreshing. Never knew that getting a new laptop with upgraded software could make one excited about working too! You can get an additional monitor which really helps with efficiency. Plus, we are located pretty near Amoy which offers relatively cheaper and good food.

Q. How is it like working in Deloitte?

The learning opportunities we get, the on-the-job training from team members and the pleasant working relationships forged.

Q. What is your happiest moment at work?

Lunches with your colleagues, and of course striking a good deal with clients.

Q. What are some of your most memorable Deloitte experiences?

When clients thank you after completing an arduous job for them and when we go out for group and department lunches or team bonding activities such as over baking macaroons and cakes.

Q. What are some of the opportunities that Deloitte provides?

A range of learning opportunities such as client advisory work, answering queries from the Comptroller which provides insight into what the IRAS is concerned with and heightens our awareness to them when preparing the tax computations, opportunities to interact with your colleagues at events outside of work (e.g. Corporate Social Responsibility events, Inter-departmental Games (IDG)) and where you can engage in team sports together or bring students from NorthLight School to Universal Studios Singapore.





Guo Xiuzhuang Kelvin



Bachelor of Computing, NUS



2012



Senior Consultant,
Enterprise Risk Services
– Cyber Risk Services



Horology, running



Deloitte and you

Q. What is your current role?

Together with a team of cyber security professionals, we help to provide cyber risk services to clients, primarily in the financial and government sectors.

Q. What is your background?

My background is in Computer Science, with around 8 years of industry experience at both local and global software and solutions companies.

Q. How did you get hired to work in Deloitte?

I got this opportunity through a job agency: I think mainly because of my experience and abilities and perhaps a bit of being in the right place at the right time.

Q. Why did you choose Deloitte?

Deloitte is a global brand and is an experienced player in the cyber security scene for a long time.





Your advice to undergraduates

Q. What advice would you offer to undergraduates who want to pursue a career in Cyber Risk Services?

The cyber security scene is ever changing. It is a career that involves continual learning and changes/disruptions, which keeps you on your toes.

Q. What advice would you offer to undergraduate in terms of career choices?

Make full use of the exposure with clients, vendors and industry best practices. Be humble, you won't know everything!

Q. What can undergraduates expect when working in Enterprise Risk Services?

Exposure, experience, and being entrusted with a lot of responsibilities although you are relatively young in your career.

Q. What is the best part of your job?

The colleagues you work with are hungry, capable and smart. Over here, we work as a team. During day-to-day work, you improve and learn a lot in a short time.

Q. What is the best thing about working in Enterprise Risk Services?

Constantly widening your knowledge across different clients, engagements and industries and how they are similar and different from each other.

Q. What should one be prepared for when entering Enterprise Risk Services?

Be willing to invest hours at the start of your career.

Your Deloitte experience

Q. What do you like about Deloitte?

The work we do here is meaningful, important and long-term. Higher management gives you opportunities and entrust you with important work.

Q. What is your happiest moment at work?

Delivering and closing an engagement successfully with satisfied clients.

Q. What are some of your most memorable Deloitte experiences?

Getting together and winding down with your colleagues over a beer.

Q. What is your career aspiration and how does Deloitte support you in achieving it?

To be professional in what I do. Deloitte supports that through continual feedback, guidance and training.

Q. What are some of the opportunities that Deloitte provides?

Challenging work, but balanced with learning how to manage stress and emotions.



TIPS

for

SUCCESSFUL NETWORKING



Networking is an investment in your future. It may sometimes seem as daunting or a waste of time, however, starting early and building relationships now can help your career in the long run.



Here are **8 tips** for successful networking:



1. TAKE ADVANTAGE OF OPPORTUNITIES THAT ARE EXCLUSIVE TO STUDENTS

There are numerous ways in which you could network in school. Firstly, get to know your college professors and administrators – they might be able to provide you with valuable advice and contacts in future. Secondly, internships are a great way for you to understand how the industry works and immerse yourself in the working world. Lastly, being involved in a student organisation of your choice provides further networking opportunities out of the classroom.



Having such experiences provides substance in your CV to impress your hiring manager!



2. WHO AM I?

Before attending any sessions, be clear on what you can bring to the table – know your talents, strengths and skill sets. Develop a short pitch, ten to twenty seconds, essentially marketing yourself. Be as candid as you like, this is intended to capture the attention of your audience and to hopefully continue the conversation.



3. STAY CALM AND SMILE

Relax and be yourself. Take this event as a chance to make new friends. Make the first move and go up to someone and introduce yourself. Chances are, others will be feeling as jittery as you are, so a smile and an introduction would be more than welcome.



4. HAVE A PLAN

Ask yourself, “What would I like to get out of this networking session?” Come up with a list of things that you would like to know more about and would like to talk about. This could include the ways in which you could be an asset to the companies, either now or in the future. However, keep in mind that networking is not supposed to be aggressive – be careful not to bombard others with questions.

Having a plan is especially important for events like Career Fairs – you only have a short amount of time to get to know more about the companies you are interested in. Don’t forget the long queues that might be at the popular booths! Be clear on what you expect out of attending this session. Pre-register if possible and research to find out more about the companies. Bring a few copies of your CV to give out to hiring managers of the companies you are interested in. Be ready for on-the-spot interviews should you happen to impress them.



5. ASK QUESTIONS

Have questions ready on hand to ask. Networking sessions provide ample opportunities to learn as much as you can, so grab it! Apart from getting job opportunities and expanding your network, you may also gain insights into the industries that you are interested in. Keep an open mind – treat networking and meetings as a platform to learn and gain knowledge.



6. BE A GOOD LISTENER

Be attentive: show your interest and attempt to absorb everything that is being said. Be authentic in building trust and relationships. Take the time to listen, understand and build rapport with each other – remember it is better to make a few good contacts than countless rushed ones.

You could also come away with friends of the same age. Most job openings are better known through word-of-mouth than advertising, hence such relationships may serve you well in the future.



7. FOLLOW UP IS KEY

Remember this important step that most people miss – follow through with your actions; make it your priority to do so promptly. Typically, there are two ways to go about doing so, either through a phone call or email. Drop a voice mail or email within 24 hours to thank them for their time. If they are potential recruiters, attach a copy of your resume in your email.



8. ENSURE THAT YOUR ONLINE PROFILE IS ALWAYS UP-TO-DATE

Profiles on business-oriented websites like LinkedIn serve as an online networking opportunity and should be constantly updated in order to invite future job opportunities. Also, be careful of what you post online – recruiters frequently use social media websites to find out more about potential candidates, their skills, experiences and what they are like as a person. Do not post inappropriate things onto such mediums; once information is up on the internet, it is there for life!

Start networking before you need it. Start with your current network and look for opportunities to expand through them. By networking early, you can focus on building relationships and a reputation for being generous rather than self-serving. With this we say, happy networking!



Yang Chi Chih, now an Audit Partner who specialises in advising businesses in the telecommunications and upstream oil & gas sectors, is also the Audit Talent Partner for Deloitte Singapore. He was actively involved in many Co-Curricular Activities in his undergraduate years beyond his academics and he believes this was a differentiating factor that led to him securing his internship with Deloitte back in 1997. Find out more about the milestones of his Life Journey that brought him to where he is today and also the advice that he has to offer to undergraduates who wish to pursue a career in Audit...

START

1974
• Year of birth

1987
• Raffles Institution
- CCA: Swimming

1988
• Support Liverpool Football club since the age of 14

1991
• Raffles Junior College
- CCA: Softball

1995
• NTU Accountancy course
- CCA: Softball
- Producer for Hall drama production at Jubilee Hall, Raffles Hotel
- Chairman for Nanyang Business School Freshmen orientation camp

1998
• Graduated with Bachelor of Accountancy
• Joined Deloitte in July, Inter CPA Games (Softball, soccer and touch rugby) in Sept

1997
• 4 weeks of internship at Deloitte





Deloitte has changed a lot since I joined in 1998 – our office location, the people around you, the size and set-up of the firm, the service offerings and more. However, what has not changed is the culture – we continue to be a very open organisation where people from all levels are able to mix with one another; we work hard but we also play hard; and now I think the Deloitte culture today is even more distinct with many activities, where everyone puts their heart together in participating, including the concerted effort in our sponsorship of the various Games and Corporate Social Responsibility activities. It is this unique culture that first attracted me to Deloitte, and it is heartening to know that this Deloitte culture has not changed after these years. This is what makes us different from others. Deloitte has allowed many people to forge friendships that can go on for a lifetime. I have made many friends during my time in Deloitte, including from Deloitte member firms in other countries.



Interest/Hobbies

- Tennis
- Jogging
- Scuba diving
- Snow boarding



2003

- Rec Club Vice Chair
- First overseas assignment to Shanghai and thereafter have been to more than 20 countries spanning across most of the continents

2004

- Promoted to Manager in July; Manager for first oil & gas listing on SGX in December
- Rec Club Chairman

2005

- 18 months Global Deployment Program to Deloitte New York office



2015

- Judge at Audit and Accounting Challenge at NTU

2014

- Appointed Audit Function Talent Partner

2011

- Admitted to partnership in June

2008

- My first Singtel Audit



2006

- Travelled to Miami in May, World Cup in Germany in July, Galapagos Islands (Ecuador) in October – live-onboard for 7 nights for scuba diving

Q. What can undergraduates expect when working in Audit?

The audit profession continues to be ever so challenging. Graduates joining us can expect a challenging but rewarding job experience. Whilst the learning curve is steep at all levels, we nurture and empower our people to learn and think, and we create a platform for them to develop and exceed their own expectations.

Q. What advice would you offer to undergraduates who want to pursue a career in Audit?

For graduates who want to join the audit profession, be ready for the ride! There could be tough and bumpy rides at times, but with the right navigation and steering, you will get to where you want to be, and you will definitely find that it is all worthwhile.

My advice to undergraduates



Is work-life balance important to you? If the answer is yes, Deloitte offers you opportunities beyond work to enjoy with friendly co-workers – from sports and social activities to community projects. While we may work hard, we know that work isn't everything. We respect the need for a balance between work and your personal and social needs. There's always something happening at Deloitte where friendly and like-minded people get together to unwind, make new friends and enjoy life!

Check out what we've been up to in recent months.

Delivering the dream for the 8th ASEAN Para Games

Deloitte was proud to be the Official Professional Services Partner for the 8th ASEAN Para Games



Chief of Operations for Clients & Markets at Deloitte Singapore, Ernest Kan receiving the APG flame to begin Deloitte's leg of the Torch Relay



Deloitte Singapore CEO Philip Yuen lighting the ASEAN Para Games cauldron



Deloitte Singapore CEO Philip Yuen (holding the torch), with Deloitte supporters, getting ready for the APG Torch Parade.



From left to right: Chief of Operations for Clients & Markets at Deloitte Singapore Ernest Kan, Deloitte Singapore CEO Philip Yuen, Deloitte Team Singapore badminton player Teddy Wong, Clients & Market Partner James Walton (with his wife), and SEA Games Special Projects Director Edmund Wong



Instagram photos taken at the Deloitte booth at the APG carnival

Deloitte bags 23 medals at the ISCA Games!

Every year, accounting firms across Singapore pit themselves against one another at the ISCA Games, competing over 20 sports to fight for glory. With the Inter-Departmental Games (IDG) completed in September, our Deloitte athletes turned their focus towards the ISCA Games to train together regardless of their team colours.

Deloitte held our very own sports appreciation night at D.Lounge on 16 December 2015 where our athletes came together for an evening of prizes, fun, food and drinks.



Customised Deloitte sports gifts were presented to the medal-winning athletes for their hard work in the months leading up to the Games.



Final medal tally:

Gold			
Floorball (Ladies)	Floorball (Men)	Futsal (Ladies)	Netball
Table Tennis	Ultimate Frisbee		
Silver			
Pool (Ladies)	Running	Squash	Tennis
Touch Rugby			
Bronze			
Basketball (Ladies)	Cricket	Dragonboat	Floorball (Ladies)
Futsal (Ladies)	Futsal (Men)	Running	Soccer
Softball	Table Tennis	Touch Rugby	Beach Volleyball



Partying the night away at Rec Club AGM!

Deloitte Recreational club, also commonly known as the “Rec Club” was established so that the employees of the firm can play an active role in organising exciting and entertaining social and sports activities for the entire firm as well as their friends and families. Throughout the year, members enjoy special events and discounts exclusively available to them. The Rec Club also organises corporate roadshows enabling you to enjoy the benefits of working for one of the biggest firms in Singapore.

Held annually, the AGM took place at Club Kyo on 6 November this year for Rec Club members to get together to wind down after another successful year. Non-members also joined the party as they created and renewed friendships while partying the night away with a buffet and free flow alcoholic/non-alcoholic drinks, photo booth and games!

Your chance to **WIN***!

In this issue, we revealed that one of our Deloitte Student Ambassadors was invited to and attended our Dinner & Dance 2015. What was the theme of the event?

Simply send in your answer to the above question by **10 April 2016** and all entrants with the correct answer will be entered in a lucky draw for the chance to win **a pair of admission tickets to iFly Indoor Skydiving!**

Winners will be notified by email by 20 April 2016.

**Entrants who are Deloitte staff as at 31 January 2016 are not eligible to win prizes.*



Congratulations to Davin Ang who won a pair of Universal Studios admission tickets by answering Issue 2's pop quiz correctly!

Heroes assemble at the 2015 Dinner & Dance

With the theme "Heroes & Villains", nearly 1300 Deloitte staff came together on 4 December for the annual Dinner & Dance held at the ballroom of Resorts World Sentosa, to celebrate the end of another great year.



#DeloitteAmbassadors

Tan Yong Hao Roger,
Deloitte Student
Ambassador from NTU

“ I was selected to be one of the Deloitte Student Ambassadors in November 2015. The Deloitte Student Ambassador program gave me the opportunity to interact with the staff in Deloitte as we are invited to various corporate events and be part of Deloitte even though I am still studying. As a Student Ambassador, I had the opportunity to introduce my peers to Deloitte and also to the profession as a whole. In addition, it has allowed me to better connect with Deloitte and also with other Student Ambassadors.

Back in December, I was invited to the Deloitte Annual Dinner & Dance 2015 and it was a very grand and exciting experience. I had loads of fun with the amazing programs lined up and with the company of my fellow ambassadors and peers. Although we were not a full time staff in Deloitte, we felt really welcomed and part of Deloitte as everyone was very friendly which accentuated the family and friendly culture of Deloitte.

During my 2015 summer internship with Deloitte, I also had the chance to participate in the monthly mentor outings where we got to spend time out of work to bond with our mentor group through activities like bowling! Deloitte also organised an Audit Off-Peak Party at Zouk where we celebrated the night with friends, foods and drinks! These activities allowed us to relax and connect with our friends, colleagues and mentors. It's not only about work after all!

I am now looking forward to my second internship with Deloitte in the coming summer 2016 to experience and learn new things. In addition, as a Deloitte Student Ambassador, I would like to join Deloitte in their voluntary work initiatives, especially after the school semester.

I believe that learning is a never ending journey that does not end in the classroom which allows us to grow even when we are not in school. Deloitte gave me the opportunity to learn and grow even though I was just an intern. It was an eye-opening experience and if you would like to know more about Deloitte or the Audit industry, feel free to email me at rtan019@e.ntu.edu.sg. ”



Kidz@Deloitte: Art jamming!

Our annual Kidz@Deloitte event took place on 11 December 2015 giving our staff the chance to bring their children to the office for a fun-filled afternoon of activities. This special day provided the little ones with the opportunity to get active with their parents through art jamming (canvas painting and playdoh-making) and mass Christmas Zumba sessions. Staff also had the chance to participate as volunteers to guide the kids in the activities!



.....Year-end festive celebrations

Our departments held their year-end party celebrations in many different ways. Check out how they ended the year with a bang!



The Enterprise Risk Services team transformed our staff lounge, D. Lounge, into a warm and cosy traditional Western home for their year-end party, with different corners of the lounge separately decorated to represent the different scenes of Christmas.



Audit Groups 2 and 3 held their year-end party in conjunction with their December Mentor Challenge on Christmas Eve, followed by a Christmas feast and prize-giving ceremony in appreciation of all the mentor groups for their effort in making the event a great success.



On December 2015, the Clients & Markets team organised a Christmas gathering at Eureka Cooking Lab where they put their culinary skills to the test in a cooking competition.



On New Year's Eve, our Deloitte Tax team ended the year with a party filled with various interactive games and lucky draw with attractive prizes!



Audit Financial Services Industry Group go-karting Christmas Celebration



A team of volunteers from Enterprise Risk services spent their time with the elderly at Tung Ling Community Services Centre at Dakota Crescent as part of their celebrations. The ERS team decided to forgo the yearly gift exchange and donate the money to the centre. A total of \$2,260 was raised, and 2 foot massagers were donated and 35 goodie bags filled with daily provisions were packed for the elderly.

Excelling beyond work

At Deloitte, we believe in employing well-rounded individuals who not only excel in academics but also in their Co-Curricular activities (CCAs). To encourage participation and recognising outstanding achievements in the fields of sports, the arts and community work, the Deloitte Inspire Awards was introduced in 2014 to acknowledge exemplary university students.

Deloitte Inspire Award 2015 winners:

Congratulations to Lavanya Raju Ramanujan for winning the Deloitte Inspire GOLD Award!

The Deloitte Inspire Awards, which comprise an internship placement and a \$500 cash prize, are given to a maximum of ten winners per university (SMU, NTU, NUS) from the School of Accountancy and the Inspire Gold Award honours the most well-rounded student from the graduating cohort with a cash prize of \$1,000. Lavanya Raju Ramanujan from Nanyang Technological University (NTU) was the winner of this year's Gold Award and on 15 January 2016, Talent Partner Seah Gek Choo presented her with this prestigious award. During her winter internship, the firm even extended a full time job offer at Deloitte upon her graduation.

With a passion for community work, human resources and talent management, Lavanya juggles her school work with a multitude of CCAs as she

participates actively in various roles, including being the Deputy Vice-President of Conjoint Consulting as well as the President of NTU Human Resource Consulting Club.

Sharing her elation upon receiving the award, Lavanya exclaimed "I feel thankful that my passion and strong commitment for areas outside of academics were valued by Deloitte. It's important to contribute to the larger society and I am thankful that my passion and strong commitment for areas outside of academics were valued by Deloitte!" Being an Inspire GOLD Award winner, Lavanya has benefitted from the winter internship opportunity and has even received a full time job offer, post-graduation, extended by the firm.

Feeling inspired? Keep a look out for the Deloitte Inspire Award applications that open in January every year!

SMU

Benedict Seow Zi Ke
Cross country
Track & field (varsity team)
Outdoor racing and trekking

Feng Luwei
Community Work
Rugby (varsity team)
Touch rugby

Tran Minh Duc Jayden
Chinese Orchestra
Hip hop

Chen Hwee Yoong Judith
Biking
Sailing (varsity team)
Trekking

Tan Lian Xu Lianne
Community work
Salsa

Cheung Ka Yat
Community Work
Choir (International competition)

Goh Duo Geng
Community Work
Soccer (varsity team)

Lye Zi Yi
Chinese Orchestra
Community Work

Ong Jun Jie Nelson
Community Work
Water polo
Ultimate Frisbee

Yap Yew Kwok Jonathan
Tennis (varsity team)

NTU

Darick Chen Hong Wei
Community Work
Lead vocalist

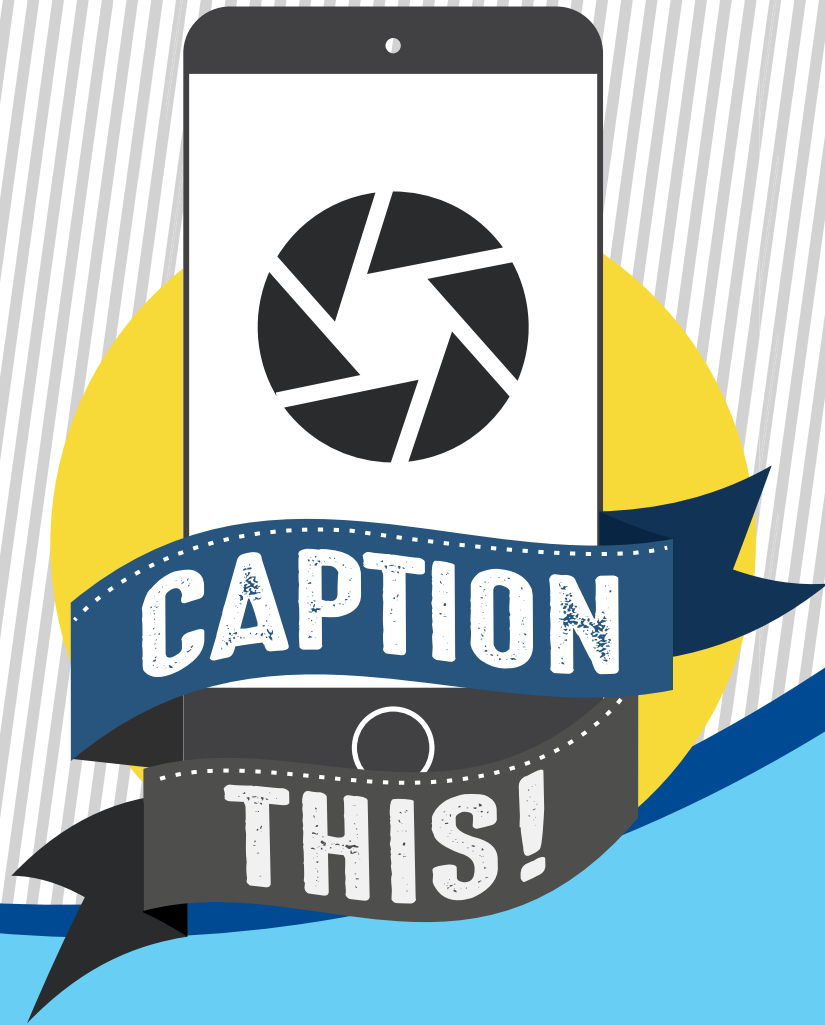
Ho Keng Yip
Squash
(varsity team)

Ng Tian Hock Alvin
Community Work
Floorball
Hockey

Sui Dan
Community Work
Table tennis

Yuen Jia-Ling Angela
Community Work





In the previous section, we shared about the different events that took place recently in Deloitte. Now here's your chance to win \$100 Marina Bay Sands gift vouchers in our photo caption competition!



Note: This photo was taken at Deloitte's Annual Dinner & Dance 2015

Entering the photo caption contest is easy and you can enter as many times as you want: all you have to do is follow these steps below:

- Step 1 – Come up with a caption for the photograph above
- Step 2 – Send an email to sgcampusrecruit@deloitte.com by **10 April 2016** with the following details:

- i) Your name
- ii) Your university
- iii) Your photo caption

The person who submits the best photograph caption will win **\$100 Marina Bay Sands gift vouchers**. The gift vouchers can be used at MBS shops, restaurants, hotel, the Sands SkyPark, the theatres, ArtScience Museum and more! The winner will be notified by email by 20 April 2016.

Best of luck!

Entrants who are Deloitte staff as at 31 January 2016 are not eligible to win the prizes.



LIFE AT DELOITTE

A stylized landscape illustration below the text. It features a dark blue boat-like shape containing silhouettes of trees, a bicycle, and other foliage. The word 'DELOITTE' is written in white capital letters on the boat. The entire scene is framed by radiating lines above and below, suggesting a sun or moon.

Top 5 Healthy Food Recommendations In The CBD Area



#1: Wheat Baumkuchen

Recommended by Sheryl Fang, Tax Associate

Just a short 5-minute walk from the office at Asia Square, Wheat Baumkuchen prepares food very quickly meaning that you don't spend half your lunch time queuing for food. I really like this place as the food is tasty, filling and affordable! They even named their food after cold climate animals which I find really cute! Healthy eats like brown rice and soba noodles are their specialities. I highly recommend the polar bear rice (brown rice, sautéed pork, egg and salad etc) and salmon soba noodles. What's more, Wheat Baumkuchen just received recognition as a Healthier Dining Partner with the Health Promotion Board which reaffirms the nutritional benefits of the food that they provide. This also means they will be offered a grant to develop and promote even healthier menu options besides the current ones. More dishes will be launched in the coming months which I'm really looking forward to!

Address: 8 Marina View, #02-02 Asia Square Tower 1, Food Garden, Singapore 018960

Opening Hours: Monday to Friday 8:00am – 8:00pm; Saturday 8.00 – 3.00pm; Closed on Sunday

#2: The B Salad Kitchen

Recommended by Tracy Lee, Audit Senior

Located at Amoy Street Food centre, I think the B Salad Kitchen is probably the cheapest salad-in-a-bowl that you can find in CBD. It costs \$4.80 for Salad Base + 5 Basic toppings + Dressing. I bet you can't get any salads cheaper than this in the area! Just add 50 cents more and you can get a bowl with Salad Base + 4 Basic toppings + 1 Premium topping + Dressing. You have over 30 toppings and over 10 home-made dressings to choose from. I highly recommend these salad toppings as they are deliciously prepared in-house and you can't find some of them elsewhere: Pumpkin (basic), Baby Asparagus (basic), Sautéed Mushrooms (premium), Smoked Fish Salad (premium), Salmon Mayo (premium) and Smoked Duck (premium). The portions and dressing are really generous – it's such a value-for-money healthy meal!

Address: 7 Maxwell Road, Amoy Street Food Centre, #01-37, Singapore 069111

Opening hours: Monday to Friday 10.00am – 8.00pm; Closed on Saturday, Sunday & Public Holidays





#3: Grain Traders

Recommended by Chan Wenjie, Tax Senior

From the team behind Kilo and Kilo at Pact, Grain Traders is a bistro located just 5 minutes away from the Deloitte office which serves up more than your usual salad. Since opening last September, this casual joint continues to draw huge crowds during lunch hour thanks to its tasteful interior and seriously yummy food. The ambience is great – floor-to-ceiling windows and high ceilings allowing natural light to easily fill the spacious eatery.

Upon entering, the spread of food is displayed prominently in front of the hungry queues. Simply point and pick one grain, two vegs, one protein, one topping and a sauce, all served in a huge bowl. On days when I feel less adventurous, I go for the more tried and tested set combinations (affectionately called ‘Hero Bowls’) carefully selected by Grain Traders themselves. My favourite is the ‘Beebop’ – brown rice, braised pork shoulder, furikake baby corn, mixed beans topped with crispy garlic shallots.

Overall, the food is balanced, satisfying and healthy. While the prices might be slightly pricier than other CBD salad places, this bistro definitely ups the overall game with its atmosphere and wholesome food done right. Highly recommended for a good Friday treat after a gruelling work week!

Address: 138 Market Street, CapitaGreen, #01-01/02/03, Singapore 048946

Opening hours: Monday to Friday 8.00am – 8.00pm; Closed on Saturday & Sunday



#4: Teppei Japanese Restaurant

Recommended by Ng Zhi Hui, Enterprise Risk Services Consultant

Don't Singaporeans just love anything that has a queue? The lunch sets may be a little pricey but for those who want a bowl of authentic Japanese chirashi, the price may be worth paying. The Bara Chirashi, priced at \$17.90 (along with a set of miso, tea and buffets of appetizers), is the star dish at this popular lunch-time place. Huge chunks of various raw seafood are marinated in an aromatic soy sauce that still renders the freshness of the sashimi: it's a heavy lunch yet still healthy food. The selection of seafood including salmon, mackerel, tuna and herring all provide an excellent source of protein and Omega-3s. The miso soup is rich in magnesium, calcium, folic acid, iron and various antioxidants. These healthy freshness juicy bites totally perk up my work week.

Address: #01-18, Orchid Hotel, 1 Tras Link, Singapore 078867

*Opening hours: Monday to Sunday: 12.00pm – 2.30pm;
6.00pm – 10.30pm*



#5: Piao Ji Fish Porridge

Recommended by Grace Low, Audit Senior

You can probably see the queue even before you see the stall! This stall sells fish soup and seafood soup. I would recommend the seafood soup which comes with 3-4 large sweet prawns on top of the pomfret slices. The fish slices are really fresh, but the most noteworthy part would be the soup that is very rich, full of flavour and nutritious. It does not have any fishy smell and it's not that oily, which makes it easy on the stomach. Prices range from \$7-10 so it might be slightly more expensive than your average hawker fare but it's definitely worth the wait and also the price! Do remember to take the sauce too, which contains fermented soy and grated ginger that goes very well with the fish slices.

Address: 7 Maxwell Road, Amoy Street Food Centre, #02-100/103, Singapore 069111

Opening hours: Monday to Sunday 10.30am – 3.00pm; Closed on Thursday



Source: <http://sethlui.com/>

Source: <http://sethlui.com/>

Connect with our Deloitte Student Ambassadors!

Launched in 2014, the Deloitte Student Ambassador Program was created to provide special recognition and support to a selected group of students from the local universities who have excelled in their studies, Co-Curricular activities or their internships with Deloitte, and have accepted priority offers to join the firm upon graduation. Through this program, these Student Ambassadors will be able to experience our Deloitte culture, network with our people and act as liaisons between Deloitte and their respective universities. They will be part of the Deloitte Student Ambassador Program from now until they join the firm full time.

Curious about Deloitte and want to find out more? Connect with your fellow school mates to find out more about their first-hand experience with Deloitte!

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^Also Deloitte Scholar 2014.*

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