# **Deloitte.** Insights



INDUSTRY AND REGIONAL VIEW

# Complexity: Overcoming obstacles and seizing opportunities

The Deloitte Global Chief Procurement Officer Survey 2019

Deloitte Consulting LLP's Supply Management & Digital Procurement practice marries cutting edge digital tools with market-leading consulting services to drive insight around spend management and deliver increased cost savings at a faster pace. Aim for the best return on investment on your third-party procurement spending through Deloitte's cloud-based solutions and services, driving category management, supplier management, and sourcing of indirect and direct materials. Contact the authors for more information or read more about our Supply Chain and Network Operations services on Deloitte.com.

# **Contents**

Survey insights and cross-industry comparison	2
Industry—Energy & Resources (E&R)	2
Industry—Business & Professional Services	4
Industry—Consumer Business	6
Industry—Financial Services & Insurance	8
Industry—Government & Public Sector	10
Industry—Healthcare & Life Sciences	12
Industry—Manufacturing	14
Industry—Technology, Media & Telecommunications (TMT)	16
Survey insights and cross-regional comparison	18
Region—APAC	18
Region—South America	20
Region—North America	22
Region—EMEA	24
Deloitte regional and country contacts	26

# Industry—Energy & Resources (E&R)

# 49 respondents

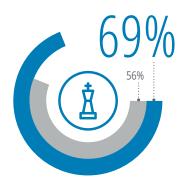
### FIGURE 1

### Survey insights and cross-industry comparison

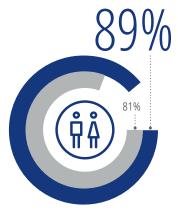




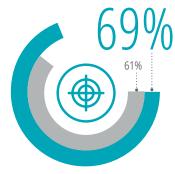
identified cost reduction as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- The top priority for three-quarters of E&R CPOs surveyed is to reduce costs.
- To achieve cost reduction, CPOs are considering tactics such as prioritizing spend consolidation, reducing total lifecycle costs and reducing their transactional procurement costs.



- CPO respondents are focused on improving their organizations' analytical capabilities.
- To help achieve their analytical goals, organizations should evaluate the quality of their current data, which is cited by CPOs as the top barrier to implementing digital.
- This may result in an increased focus on ERP platform renewal and renewal of operational procurement tools (e-procurement) to enable cleansed, real-time data availability.



- Only 47 percent of CPOs surveyed feel that their digital procurement strategy helps procurement deliver on its objectives and improve enterprise value.
- Furthermore, the majority of respondents feel that their procurement professionals do not have the capabilities to maximize the use of digital technologies.
- Providing in-house training, change management, and strategic preparation for "The Future of Work" should be a critical consideration.



- More than two-thirds of CPOs surveyed feel that procurement risk is on the rise.
- This is fueled by economic downturn and deflation, coupled with internal complexity within their own organizations.
- To help achieve cost reduction and reduce financial risk, CPO respondents are focused on competitive bidding with new suppliers and contract renegotiation with existing suppliers.

# Industry—Business & Professional Services

# 28 respondents

FIGURE 2

### Survey insights and cross-industry comparison

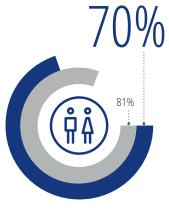




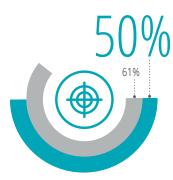
identified expanding/ introducing digital business models as their top priority over the next 12 months



identified renewal
of operational
procurement tools
(e-procurement) as the
area within technology
that will have the
most impact on their
business in the
next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- The top priority for CPOs surveyed in the Business & Professional Services industry is to expand/introduce digital business models.
- Organizations can consider business partnering and collaborative relationships with strategic/ innovation partners to support the expansion of their digital business models.



- CPO respondents are focused on renewing their operational procurement tools (e-procurement).
- This can include implementing digital procurement tools both internally and with suppliers.
- Procurement processes should be improved and automated with the support of modern IT applications.



- Although 54 percent of CPOs surveyed feel that their digital procurement strategy helps procurement deliver on its objectives and improve enterprise value, the vast majority do not believe their teams have the capabilities to maximize the use of digital technologies.
- However, Business & Professional Services
   CPOs were more confident than the average
   CPO in their teams' capabilities.
- Providing in-house training, change management, and strategic preparation for "The Future of Work" should be a critical consideration.



- CPOs surveyed are less likely to be concerned that risk is on the rise within their industries compared to average CPOs.
- Those concerned about risk cite economic downturn and deflation, coupled with challenges managing digital fragmentation within their organizations and supplier base.
- CPO respondents are focused on achieving competitive bidding with new suppliers and contract renegotiation with existing suppliers to achieve cost reductions and reduce financial risk,

# **Industry—Consumer Business**

# 77 respondents

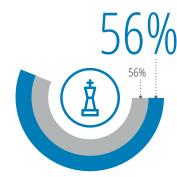
### FIGURE 3

### Survey insights and cross-industry comparison

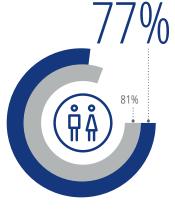




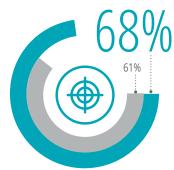
identified cost reduction as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- The top priority for CPO respondents in the Consumer Business industry is to reduce costs.
- To achieve cost reduction, organizations should consider prioritizing spend consolidation, specification improvement, and developing relationships with strategic business partners.



- CPO respondents are focused on improving their organization's analytical capabilities.
- To achieve their analytical goals, organizations should evaluate the quality of their current data, which is cited by CPOs as the top barrier to implementing digital.
- This may result in an increased focus on extending new digital procurement tools to internal stakeholders and suppliers combined with improving procurement processes to produce reliable and real-time data.



- Although 55 percent of CPOs surveyed feel that their digital procurement strategy helps procurement deliver on its objectives and improve enterprise value, the vast majority do not believe their teams have the capabilities to maximize the use of digital technologies.
- Providing in-house training, change management, and strategic preparation for "The Future of Work" should be a critical consideration.



- More than two-thirds of CPOs surveyed feel that procurement risk is on the rise.
- This is fueled by trade wars coupled with economic downturn and deflation.
- CPO respondents are focused on achieving competitive bidding with new suppliers and contract renegotiation with existing suppliers to achieve cost reductions and reduce financial risk.

# **Industry—Financial Services & Insurance**

# 43 respondents

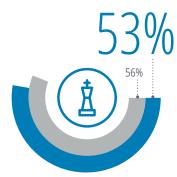
### FIGURE 4

### Survey insights and cross-industry comparison

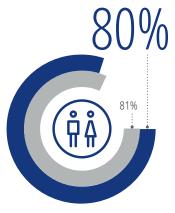




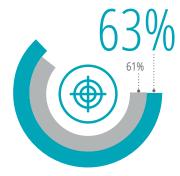
identified managing risk as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- The top priority for CPOs surveyed in the Financial Services & Insurance industry is to manage risk.
- Risk can be reduced by consolidating spend and reducing total life cycle/ownerships costs.
   Strategic business partnering can also be considered.



- CPO respondents are focused on improving their organization's analytical capabilities.
- To achieve their analytical goals, organizations should evaluate the quality of their current data, which is cited by CPOs as the top barrier to implementing digital.
- This may result in an increased focus on extending new digital procurement tools to internal stakeholders and suppliers combined with improving procurement processes to produce reliable and real-time data.



- Only 47 percent of CPOs surveyed feel that their digital procurement strategy helps the procurement team deliver on their objectives and improve enterprise value.
- Furthermore, the majority of respondents feel that their procurement professionals do not have the capabilities to maximize the use of digital technologies.
- Providing in-house training, change management, and strategic preparation for "The Future of Work" should be a critical consideration.



- More than half of CPOs surveyed feel that procurement risk is on the rise.
- This is fueled by economic downturn and deflation, coupled with managing complexity/ risk within mega-suppliers.
- CPO respondents are focused on achieving competitive bidding through contract renegotiation with existing suppliers and re-engineering requirements to achieve cost reductions and reduce financial risk,

# **Industry—Government & Public Sector**

# 32 respondents

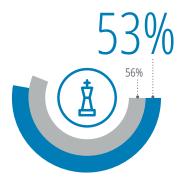
### FIGURE 5

### Survey insights and cross-industry comparison

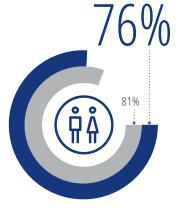




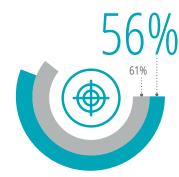
identified cost reduction as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- The top priority for CPOs surveyed in the Government & Public Sector industry is to reduce costs.
- To achieve cost reduction, organizations should consider prioritizing spend consolidation and specification improvement to reduce total life cycle costs.



- CPO respondents are focused on improving their organization's analytical capabilities.
- To achieve their analytical goals, organizations should evaluate the quality of their current data, which is cited by CPOs as the top barrier to implementing digital.
- This may result in an increased focus on extending new digital procurement tools to internal stakeholders and suppliers combined with improving procurement processes to produce reliable and real-time data.



- Only 37 percent of CPOs surveyed feel that their digital procurement strategy helps procurement deliver on its objectives and improve enterprise value.
- Furthermore, the majority of respondents feel that their procurement professionals do not have the capabilities to maximize the use of digital technologies.
- CPOs in this industry should consider reevaluating their digital procurement strategy, then assess training needs to support their vision.



- CPOs surveyed are less likely to be concerned that risk is on the rise within their industries compared to average CPOs.
- Those concerned about risk cite economic downturn and deflation, coupled with managing complexity/risk within mega-suppliers.
- CPO respondents are focused on achieving competitive bidding through contract renegotiation with existing suppliers and re-engineering requirements to achieve cost reductions and reduce financial risk,

# **Industry—Healthcare & Life Sciences**

# 44 respondents

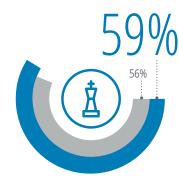
### FIGURE 6

### Survey insights and cross-industry comparison

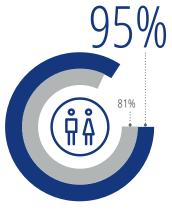




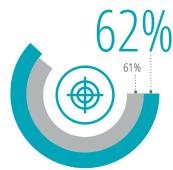
identified introducing new products/services or expanding into new markets as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- The top priority for CPOs surveyed in the Healthcare and Life Sciences industry is to introduce new products/services and expand into new markets.
- As organizations look to grow, they can consider strategic business partnering to support their expansion.



- CPO respondents are focused on improving their organization's analytical capabilities.
- To achieve their analytical goals, organizations should evaluate the quality of their current data, which is cited by CPOs as the top barrier to implementing digital.
- This may result in an increased focus on extending new digital procurement tools to internal stakeholders and suppliers combined with improving procurement processes to produce reliable and real-time data.



- Only 43 percent of CPOs surveyed feel that their digital procurement strategy helps procurement deliver on its objectives and improve enterprise value.
- Furthermore, the majority of respondents feel that their procurement professionals do not have the capabilities to maximize the use of digital technologies.
- Providing in-house training, change management, and strategic preparation for "The Future of Work" should be a critical consideration.



- More than half of CPOs surveyed feel that procurement risk is on the rise.
- This is fueled by internal complexity within their own organizations, coupled with managing complexity/risk within mega-suppliers.
- CPO respondents are focused on achieving competitive bidding with new suppliers and reengineering requirements to achieve cost reductions and reduce financial risk.

# Industry—Manufacturing

# 88 respondents

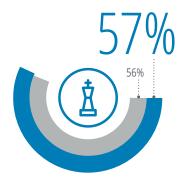
### FIGURE 7

### Survey insights and cross-industry comparison

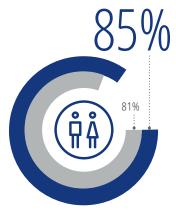




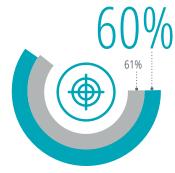
identified cost reduction as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- The top priority for CPOs surveyed in the Manufacturing industry is to reduce costs.
- To achieve cost reduction, organizations should consider restructuring existing supplier relationships and consolidating spend.



- CPO respondents are focused on improving their organization's analytical capabilities.
- To achieve their analytical goals, organizations should evaluate the quality of their current data, which is cited by CPOs as the top barrier to implementing digital.
- This may result in an increased focus on extending new digital procurement tools to internal stakeholders and suppliers combined with improving procurement processes to produce reliable and real-time data.



- Only 42 percent of CPOs surveyed feel that their digital procurement strategy helps procurement deliver on its objectives and improve enterprise value.
- Furthermore, the majority of respondents feel that their procurement professionals do not have the capabilities to maximize the use of digital technologies.
- Providing in-house training, change management, and strategic preparation for "The Future of Work" should be a critical consideration.



- More than half of CPOs surveyed feel that procurement risk is on the rise.
- This is fueled by trade wars coupled with economic downturn and deflation.
- CPO respondents are focused on achieving competitive bidding with new suppliers and contract renegotiation with existing suppliers to achieve cost reductions and reduce financial risk,

# Industry—Technology, Media & Telecommunications (TMT)

# 43 respondents

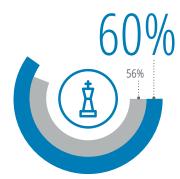
FIGURE 8

### Survey insights and cross-industry comparison

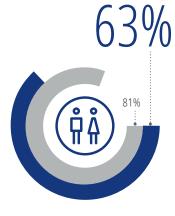
Technology, Media & Telecommunications (TMT) Cross-industry



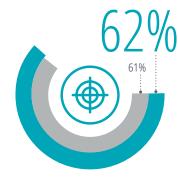
identified expanding/ introducing digital business models as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- The top priority for CPOs surveyed in the TMT industry is to expand/introduce digital business models within their organization.
- Organizations can consider business partnering and collaborative relationships with strategic/ innovation partners to support the expansion of their digital business models.



- CPO respondents are focused on improving their organization's analytical capabilities.
- To achieve their analytical goals, organizations should evaluate the quality of their current data, which is cited by CPOs as the top barrier to implementing digital.
- This may result in an increased focus on extending new digital procurement tools to internal stakeholders and suppliers combined with improving procurement processes to produce reliable and real-time data.



- Although 60 percent of CPOs surveyed feel that their digital procurement strategy helps procurement deliver on its objectives and improve enterprise value, most do not believe their teams have the capabilities to maximize the use of digital technologies.
- However, TMT CPOs were more confident than the average CPO in their teams' capabilities.
- Providing in-house training, change management, and strategic preparation for "The Future of Work" should be a critical consideration.



- More than half of CPOs surveyed feel that procurement risk is on the rise.
- This is fueled by economic downturn and deflation, coupled with managing complexity/ risk within mega-suppliers.
- CPO respondents are focused on achieving competitive bidding with new suppliers and contract renegotiation with existing suppliers to achieve cost reductions and reduce financial risk.

# **Region—APAC**

# 62 respondents

### FIGURE 9

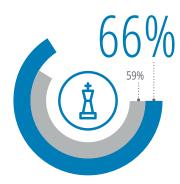
### Survey insights and cross-regional comparison

APAC

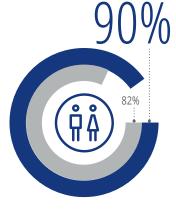
■ Cross-regional



identified cost reduction as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- APAC CPO respondents are more focused than their global peers on reducing costs, and less focused on introducing new products/services.
- APAC CPO respondents play an important role within their organizations on digital strategy, outsourcing/offshoring, and product development/innovation.
- APAC CPO respondents reported that they are more likely to partner with risk and legal for strategic topics in comparison to global counterparts.
- APAC CPO respondents believe supplier collaboration, restructuring supplier relationships, and reducing total life cycle/ ownership costs will deliver the most value.



- Apart from focusing on analytics, APAC CPO respondents are more likely to focus on upgrading operational and strategic procurement tools.
- The biggest APAC CPO reported barriers to digital implementation are quality of data and lack of internal IT resources/support.
- APAC CPO respondents are more likely than their global peers to use third-party digital technologies to spot and predict risk arising from supply markets.
- However, APAC CPO respondents are lagging behind their global peers in deploying strategies to avoid tax leakages.



- APAC CPO respondents are not confident in their teams' abilities to maximize the use of digital technologies and similar to EMEA CPO respondents, they are focused on closing gaps associated with technical skills through training on strategic sourcing/category management.
- In order to develop digital capabilities, APAC CPO respondents are more likely to focus on data visualization and RPA development rather than predictive analytics.
- APAC CPO respondents are collaborating internally and externally to deliver value and enable their organizations and suppliers.



- Fifty-five percent of APAC CPO respondents feel that procurement-related risk has increased—this is below the global average of 61 percent.
- However, APAC CPO respondents are more likely than their global peers to be concerned about the risk of economic downturn and deflation.
- Other APAC CPO identified risks are trade wars and increasing internal complexity.
- In the event of an economic downturn, APAC CPOs are more likely to use low-cost country sourcing and reduce cost by reengineering specifications.

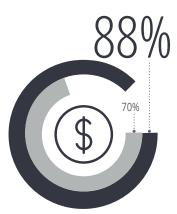
# **Region—South America**

# 16 respondents

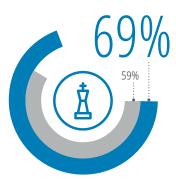
### FIGURE 10

### Survey insights and cross-regional comparison

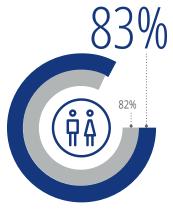
South America Cross-regional



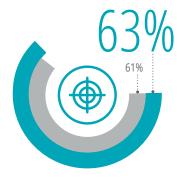
identified cost reduction as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- SA CPO respondents are much more likely to see cost reduction and expansion/introduction of digital business models as top priorities.
- SA CPO respondents are considering strategies such as reducing costs and expanding/ introducing digital business models to meet their organizations' expectations.
- SA CPO respondents are more likely to partner with operations and risk, and less likely to partner with HR and legal to deliver their strategies.



- SA CPO respondents are more focused than their global peers on analytics, digital presence, and robotic process automation (RPA) as part of digital transformation efforts to deliver value and achieve their objectives.
- SA CPO respondents are more likely than their global peers to focus on automating procurement processes with modern IT applications (for example, cloud-based S2P applications), extending new innovative digital tools/services and infusing advanced new digital technologies such as AI, RPA, and data mining.
- The biggest SA CPO reported barriers to digital implementation are lack of budget/funding, quality of data and unclear ROI.
- SA CPO respondents are more likely to have a strategy to manage tax leakages in comparison to global counterparts.



- The majority of SA CPO respondents don't believe the abilities of their teams are sufficient to deliver the procurement strategy.
- SA CPO respondents are more focused on delivering training related to technical, procurement skills such as strategic sourcing/ category management and negotiations.
- SA CPO respondents are more likely to deliver trainings on RPA development and artificial intelligence in comparison to global peers.



- Sixty-three percent of SA CPO respondents feel that procurement-related risk has increased.
- The top reasons for increase in risk levels are the potential for economic downturn and deflation, risk of trade wars, increasing internal complexity, and tightening credit conditions.
- In the event of an economic downturn, SA CPO respondents are less likely than their global peers to focus on low-cost country sourcing.

# **Region—North America**

# 128 respondents

### FIGURE 11

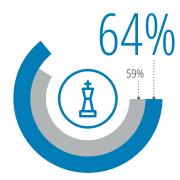
### Survey insights and cross-regional comparison

North America Cross-regional

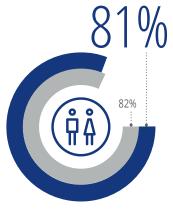




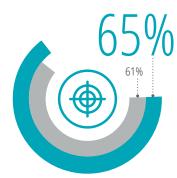
identified cost reduction as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- NA CPO respondents are looking toward reducing costs and managing risk to deliver goals for next year.
- To achieve cost reduction, NA CPO respondents are considering tactics such as prioritizing spend consolidation and business partnering.
- NA CPO respondents report that procurement is typically involved in make vs. buy decisions, product development/innovation and customer-focused programs.
- In order to deliver critical business requirements, NA CPO respondents are more willing to partner with IT, legal, and risk than many other global peers.



- Apart from focusing on analytics, NA CPO respondents are more likely to look at robotic process automation and less likely to consider upgrading operational procurement to deliver meaningful impact.
- NA CPO respondents report that data quality
  will be critical in order to maximize the
  potential of digital technologies; however, they
  have also identified poor integration across
  applications as a major barrier to effective
  application of digital technology.
- NA CPO respondents are focusing on improving and automating procurement processes with modern IT applications (for example, cloudbased S2P applications) and are less likely to have a strategy for dealing with tax leakage and business disruption.



- Both global and NA CPO respondents have low confidence in the abilities of their teams to maximize the use of digital technologies.
- NA CPO respondents are more focused on addressing skill/competency gaps related to soft skills such as business partnering/ relationship management and effective manager training.
- NA CPO respondents are more likely to collaborate internally and externally to deliver value and are more likely to hire through referrals from existing employees.



- Sixty-five percent of NA CPO respondents feel that procurement-related risk has increased, with the top drivers being increases in internal complexity, risk of economic downturn and deflation, and risk of trade wars.
- NA CPO respondents are more likely to focus on competitive bidding with new suppliers and contract renegotiations to reduce risk.

# **Region—EMEA**

# 275 respondents



FIGURE 12

### Survey insights and cross-regional comparison

**EMEA** 

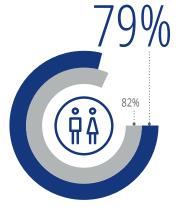
IEA ■ Cross-regional



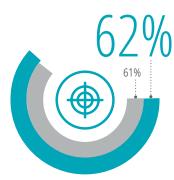
identified cost reduction as their top priority over the next 12 months



identified analytics as the area within technology that will have the most impact on their business in the next two years



are not confident that procurement professionals in their organization possess the necessary capabilities to maximize the use of digital technologies





- EMEA CPO respondents are less focused on reducing costs and more focused on introducing new products/services compared to global CPOs.
- EMEA CPO respondents are planning to leverage increased competition, specification improvement, and reducing demand to deliver value over the next year.



- More than half of EMEA CPO respondents believe that digital procurement will help deliver procurement's goals and objectives.
- Like their global counterparts, EMEA CPO
  respondents are planning to focus on improving
  and automating procurement processes with
  modern IT applications (for example, cloudbased S2P applications) and extending new
  innovative digital tools/services to digitally
  transform procurement.
- Less than 50 percent of EMEA CPO respondents believe that a clear enterprise digital strategy will be important to enable digital procurement transformation.



- EMEA CPO respondents are not confident in the ability of their teams to maximize the use of digital technologies.
- Unlike NA CPOs, EMEA CPO respondents are more focused on addressing skill/competency gaps related to technical skills such as strategic sourcing/category management.
- At the same time, EMEA CPO respondents are expecting to train more on data visualization rather than predictive analytics, RPA development, and artificial intelligence.



- Sixty-two percent of EMEA CPO respondents feel that procurement-related risk has increased, with the top drivers being risk of economic downturn and deflation, internal complexity and managing complexity/risk with mega-suppliers.
- EMEA CPO respondents also report greater concern over risks related to Brexit uncertainty and trade wars than global CPOs.
- In order to mitigate risks, EMEA CPO
  respondents are more likely to deploy strategies
  such as low-cost country sourcing and reducing
  cost by reengineering specifications.

### **Contact us**

Our insights can help you take advantage of change. If you're looking for fresh ideas to address your challenges, we should talk.

Regional and Country Contacts

**Global Lead** 

**Brian Umbenhauer** bumbenhauer@deloitte.com

**APAC Lead** 

John O'Connor

jococonnor@deloitte.co.au

**EMEA Lead** 

lain Kirwan

ikirwan@deloitte.uk

**North America Lead** 

Lee Barter

lbarter@deloitte.ca

**Latin America Lead** 

**Xavier Ordonez** 

xordonez@deloittemx.com

Argentina

**Pablo Peso** 

ppeso@deloitte.com

**Australia** 

John O'Connor

jococonnor@deloitte.co.au

Austria

**Alexander Kainer** 

akainer@deloitte.at

**Belgium** 

**Kristof Persoons** 

kpersoons@deloitte.com

**Patrick Vermeulen** 

pvermeulen@deloitte.com

Canada

Lee Barter

lbarter@deloitte.ca

Chile

**Pablo Morales** 

plmorales@deloitte.com

China

**Ge Liang Gong** 

ggong@deloitte.com.cn

**Croatia – Central Europe** 

**Zlatko Bazianec** 

zbanianec@deloittece.com

**Czech Republic** 

**Lukas Jilek** 

liilek@deloittece.com

Denmark

**David Skov** 

dskov@deloitte.dk

**France** 

**Olivier Bonneau** 

obonneau@deloitte.fr

**Finland** 

**Niko Lindell** 

niko.lindell@deloitte.fi

Germany

**Nikolaus Helbig** 

nhelbig@deloitte.de

India

**Antony Prashant** 

prantony@deloitte.com

Italy

Umberto Mazzucco

umazzucco@deloitte.it

Japan

Yuichi Miyamae

yumiyamae@tohmatsu.co.jp

Mexico

**Xavier Ordonez** 

xordonez@deloittemx.com

**Netherlands** 

Michiel Junge

mijunge@deloitte.nl

**New Zealand** 

**Paul Shallard** 

pshallard@deloitte.co.nz

Norway

Karl Martin Karlsen

kakarlsen@deloitte.no

**Portugal** 

**Diogo Nuno Santos** 

disantos@deloittece.pt

**South Africa** 

**Kavitha Prag** 

kprag@deloitte.co.za

Spain

**Vicente Segura** 

vsegura@deloitte.es

Sweden

**Patrik Andersson** 

paandersson@deloitte.se

### **Switzerland**

**Marcus Kutzner** mkutzner@deloitte.ch

### **United Kingdom**

**lain Kirwan** ikirwan@deloitte.uk

### **United States**

**Jennifer Brown** jennibrown@deloitte.com

### Venezuela

**Carlos Ramirez** calramirez@deloitte.com



Sign up for Deloitte Insights updates at www.deloitte.com/insights.



Follow @DeloitteInsight

### **Deloitte Insights contributors**

Editorial: Abrar Khan, Preetha Devan, Rupesh Bhat, and Anya George Tharakan

Creative: Sonya Vasilieff, Rajesh Venkataraju, Adamya Manshiva, and Tushar Barman

Promotion: Nikita Garia

Cover artwork: Anna Godeassi

#### **About Deloitte Insights**

Deloitte Insights publishes original articles, reports and periodicals that provide insights for businesses, the public sector and NGOs. Our goal is to draw upon research and experience from throughout our professional services organization, and that of coauthors in academia and business, to advance the conversation on a broad spectrum of topics of interest to executives and government leaders.

Deloitte Insights is an imprint of Deloitte Development LLC.

#### **About this publication**

This publication contains general information only, and none of Deloitte Touche Tohmatsu Limited, its member firms, or its and their affiliates are, by means of this publication, rendering accounting, business, financial, investment, legal, tax, or other professional advice or services. This publication is not a substitute for such professional advice or services, nor should it be used as a basis for any decision or action that may affect your finances or your business. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

None of Deloitte Touche Tohmatsu Limited, its member firms, or its and their respective affiliates shall be responsible for any loss whatsoever sustained by any person who relies on this publication.

#### **About Deloitte**

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the "Deloitte" name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see <a href="https://www.deloitte.com/about">www.deloitte.com/about</a> to learn more about our global network of member firms.