

Deloitte.

Alumni Newsletter

Colleagues for life

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alumni*i*

Alumni Program Leader's Foreword



Fortunatus Kibiki

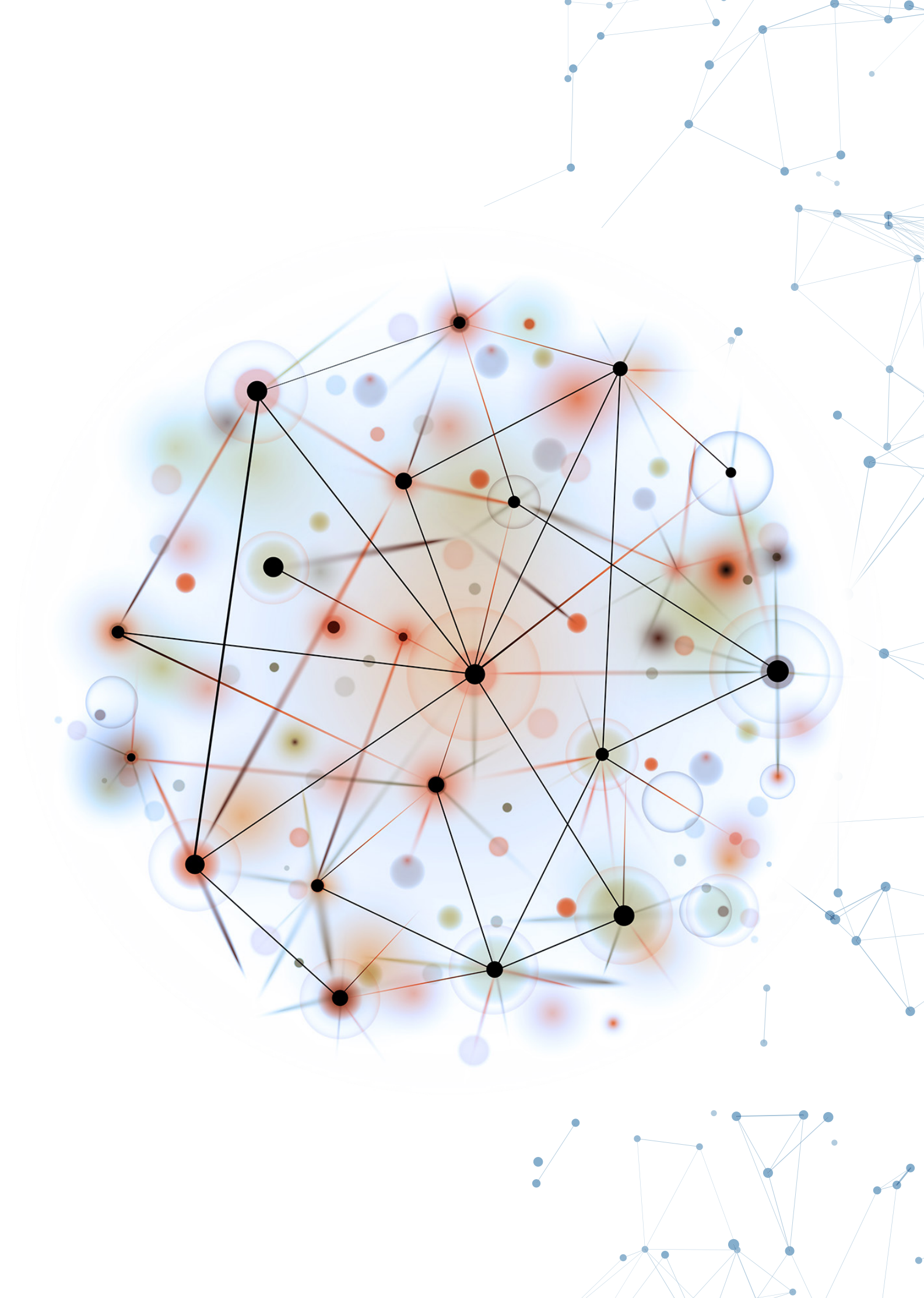
Tanzania Audit and Assurance Partner,
Deloitte East Africa Alumni Lead

I am delighted to share with you our second edition of the Deloitte alumni newsletter, which aims at sharing insights and news, across the region. This edition focuses on topics centered around well-being and opportunities during this unprecedented period.

The impact of COVID-19 on individuals, communities, and organizations is rapidly evolving and many lives have been affected as a result. As we navigate the current environment, our first priority has been the health and well-being of our people, our clients, and our communities including you, our colleagues for life. As an alumni, you have access to Deloitte well being resources and we have selected [this collection](#) of well-being tips to help you navigate through this time.

Deloitte has also created a dedicated and insightful site, [combating COVID-19 with resilience](#), which is regularly updated for your convenience. For a customized view, you can easily access the [industry sector](#) section. Take a moment and enjoy the resources available to you as a Deloitte alumni, including our latest industry thought leadership pieces, career tips and other useful content.

In this edition, we spotlight alumni who have recently made notable movements in their respective industries. As we move forward together towards the latter end of 2020, I hope you and your loved ones stay well.



Alumni Resources

Find resources to support your career, and take advantage of programs offered exclusively to our alumni.

Industry insights

Stay ahead of the curve and receive Deloitte's latest Industry insights.



Consumer



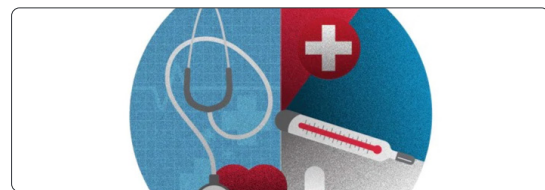
Financial Services



Government and Public Sector



Energy, Resources and Industrials



Life Sciences and Health Care



Technology, Media and Telecommunications

▶ *Click on the images to take you to the respective report or industry page*

Deloitte Dbriefs

Anticipating tomorrow's complex issues and new strategies is a challenge. Dbriefs offers live webcasts on the topics covered in Deloitte Insights articles. Join our authors and subject matter specialists from the convenience of your desk or mobile device as they dive deeper into the issues affecting your business.

Continuing Professional Education (CPE) credit are offered for live webcast attendees. Webcast archives are available for 180 days after the live webcast date. [Learn more here.](#)

Well – being at Deloitte

Well-being insights to enhance your work and life

At Deloitte, Empowered Well-being is our holistic approach to giving our people support and flexibility to make daily choices that personalize their experiences. Through programming, subsidies, and resources that promote emotional and physical well-being, we strive to ensure our teams are empowered to prioritize their body, mind, and purpose.

Learn ways to enrich your personal well-being, improve work-life integration, and create a culture of wellness at work with the [WorkWell podcast series.](#)

Alumni tailored webinar series

Helping you throughout your ongoing career journey

Deloitte is committed to supporting the continued success of our alumni with career development programming, including a series of webinars with valuable insights.

Register now for the upcoming webinars:

01. [Your digital brand](#) on the 20 October 2020
02. [Get connected: Effective networking](#) on the 11 November 2020

Listen to some interesting pre-recorded webinars:

01. [The power of your remote brand](#)
02. [Interview preparation](#)

Alumni Career Journeys

Celebrating Deloitte Alumni

Deloitte alumni have exciting stories to share as they embark on their career journeys and we applaud their outstanding accomplishments as they continue to make an #ImpactThatMatters.



Agnes Gathaiya

Agnes Gathaiya appointed as Google Country Director for its East Africa business.
Before leaving Deloitte in 2011, Agnes was an Associate Director, in our Advisory department based in Kenya.



Barbara Gonzalez

Barbara Gonzalez appointed as the Chief Executive Officer of Simba Sports Club, a leading soccer club in Tanzania.
Before leaving Deloitte in 2016, Barbara was a consultant in our Advisory department based in Tanzania.



Joseph Opio

Joseph Opio nominated for the Outstanding Writing category in the 2020 Emmy's. Joseph is currently a writer on the Daily Show with Trevor Noah. Watch a brief interview on his comedic journey [here](#).

Before leaving Deloitte in 2009, Joseph was an assistant in our Tax & Legal department based in Uganda.



Kathryne Maundu

Kathryne Maundu appointed as the Company Secretary at East Africa Breweries Limited (Diageo). She is also a Partner at Stamford Corporate Services LLP, part of Bowmans Coulson Harney LLP.

Before leaving Deloitte in 2018, Kathryne was a Senior Manager in our East Africa Company Secretarial department based in Kenya.

If you have exciting career news to share with the Deloitte Alumni Network, [Please click here](#).

Deloitte presents

Combating COVID-19 with resilience a series of signature articles around our Respond. Recover. Thrive Framework



Combating COVID-19 with resilience –
a series of signature articles around our
Respond. Recover. Thrive Framework

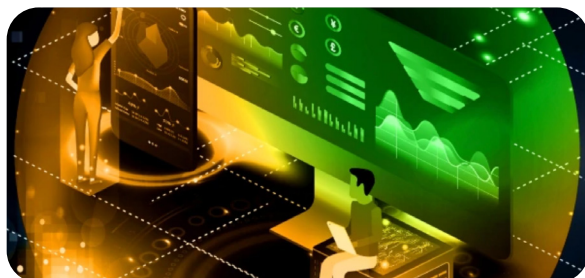
The rapid global spread of COVID-19 has quickly eclipsed other recent epidemics in both size and scope. In addition to the deadly human toll and the disruption to millions of people's lives, the economic damage is already significant and far-reaching.

In the face of certain challenges and a still-uncertain set of risks, business leaders are rightly concerned about how their companies will be affected and what they have to do next.



**The Perseverance of Resilient
Leadership: Sustaining Impact on the
Road to Thrive - Building Trust with
Courageous Leadership**

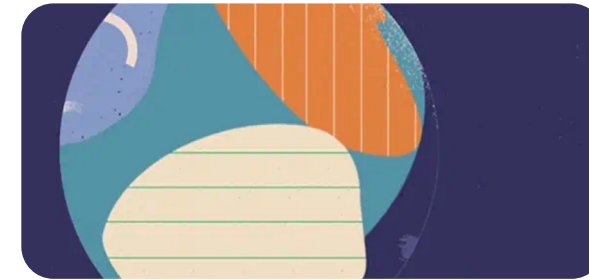
A few months ago, we imagined "thriving" as leading our organizations to a better normal after the COVID-19 pandemic. Yet our responsibilities as leaders now are further compounded by concurrent challenges of racial injustices, climate change, and economic uncertainties. Getting to "Thrive" appears more arduous and lengthier than many of us imagined ... or hoped for.



**The essence of resilient leadership:
Business recovery from COVID-19**

For many of us as leaders in the early days of the COVID-19 crisis, the days started to blend together. In fact, some have said that the COVID-19 world has only three days in the week: yesterday, today, and tomorrow. In that spirit, resilient leaders need to shift the mindset of their teams from "today" to "tomorrow," which involves several changes that have important implications for the path to recovery.

Keep up with the current trends



2020 Global Human Capital Trends
The social enterprise at work: Paradox as a
path forward

The world today looks remarkably different from the one in which we launched the first Global Human Capital Trends report in 2011. The past decade has been marked by radical change, by a "newness" that has evolved at a pace that can only be described as exponential. Technology invaded the workplace at a speed that would have been unimaginable a decade prior.



Tech Trends 2020
A second look at the pillars of past,
current, and future innovation

At the start of 2020, the consumer products industry was addressing traditional operational issues and slowly adapting to emerging consumer trends. However, the COVID-19 outbreak may have fundamentally changed consumer demand and the integrated supply chains that serviced it, defining a "new normal" for businesses and altering some category dynamics forever. The acceleration to advanced analytics has become table stakes for companies that need to adjust to this new normal.

 **Click on Thumbnail to access report**

Industry Thought Leadership

Financial Services Industry



Confronting the crisis

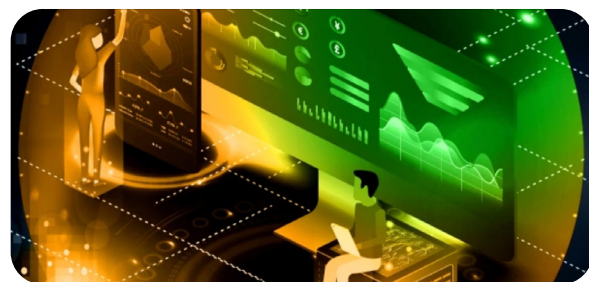
How financial services firms are responding to and learning from COVID-19

Since the beginning of 2020, financial services firms around the world have been responding to the COVID-19 pandemic by relying on not only existing crisis management and business continuity plans, but also institutional memory, creativity, and plain hard work.



Realizing the digital promise in financial services

Prior to COVID-19, the financial services industry was evolving at a rapid pace, driven by changing customer expectations, heightened competition from incumbents and new entrants, evolving regulations, and advancements in technology. Digital transformation was well underway, evidenced by a proliferation of digital channels, tools, and challenger banks around the globe. This series looks at how firms are working to transform, and how COVID-19 exacerbated this evolution.



Navigating financial services sector performance post-COVID-19

While the economic impact of COVID-19 may have some similarities to the 2007–09 financial crisis, the implications for financial firms' performance are likely to be different. Developed by the Deloitte Center for Financial Services, this series explores the pandemic's financial impacts on specific financial services industry sectors to help leaders find the right path forward.

Consumer



Disruptive technologies in consumer products

The consumer products sector is leveraging technologies to disrupt the ordinary and pave the path to new feats. These technologies, however, don't exist in isolation—they “communicate” with one another to create powerful outcomes, helping companies improve efficiency and profitability while enhancing the customer experience.



How can consumer products companies stay relevant and be future-ready with analytics?

At the start of 2020, the consumer products industry was addressing traditional operational issues and slowly adapting to emerging consumer trends. However, the COVID-19 outbreak may have fundamentally changed consumer demand and the integrated supply chains that serviced it, defining a “new normal” for businesses and altering some category dynamics forever. The acceleration to advanced analytics has become table stakes for companies that need to adjust to this new normal.

➤ [Click on Thumbnail to access report](#)

For more Thought leaderships, please visit our [FSI Industry page](#).

For more Thought leaderships, please visit our [Consumer Industry page](#).

Industry Thought Leadership

Energy, Resources and Industrials



2020 Energy, Resources, and Industrials Industry Outlooks

A midyear update on sector trends and the impact of COVID-19

How have the trends we outlined in late 2019 played out in 2020? Since the COVID-19 pandemic, what emerging trends are on the horizon? Our industry outlook collection, covering Oil, Gas & Chemicals; Power, Utilities & Renewables; and Industrial Products & Construction, evaluates sector landscapes to help executives better plan for success and unforeseen challenges.



Deloitte's 2020 Global Block chain survey

From Promise to Reality

There is a reality at play that extends far beyond use cases and deployment initiatives. Put simply, while blockchain was once classified as a technology experiment, it long ago made the leap from theoretical to practical, and many executives recognize it as a true agent of change that is affecting the entire organization.

Government and Public Sector

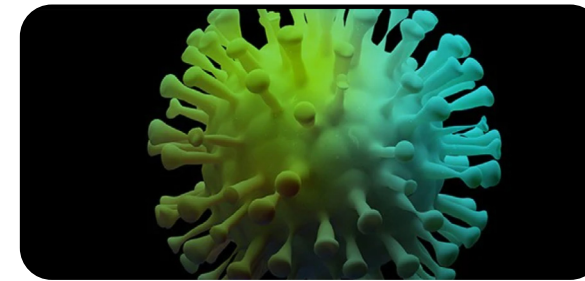


COVID-19 and the virtualization of government

Responding, recovering, and preparing to thrive in the future of work

We may be on the cusp of a long-term transformation. COVID-19 has accelerated the timeline for the future of work—it's here now, and it's altering most aspects of how we work, where we work, and what we need to work effectively and collaboratively together.

COVID-19 has made the future of work a current workplace reality. Learn steps leaders can take now to embrace the transition and get ready for what's coming next.



Executing the COVID-19 recovery

A guide for governments for reopening and restoring their economies

As governments manage through the COVID-19 crisis, they will need to do so while managing through drastic reductions in revenue, surging demand from citizens and businesses, and the need to restart public agencies in a manner that is safe for both public employees and constituents.

There is more to restarting the economy than merely reopening businesses. This isn't about flipping a switch. The recovery will be about building and executing a plan that will include transitional stages and will involve health, business, education, and government sectors working together.

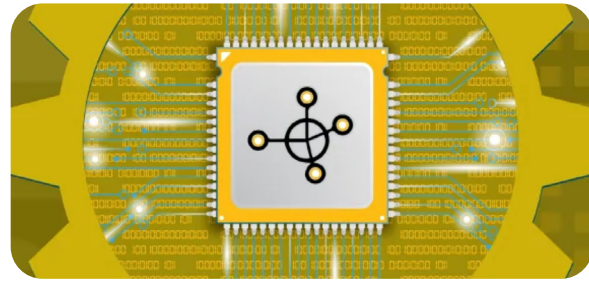
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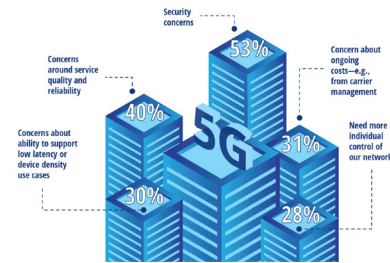
Industry Thought Leadership

Technology, Media and Telecom




Evolving partner roles in Industry 4.0
A partner ecosystem can generate customer-ready solutions and accelerate time to market

Traditionally, companies have owned and controlled the delivery of their core product and service offerings. They have analyzed customer needs, led innovation in-house, and delivered their offerings through largely transactional relationships with distribution partners. In the Industry 4.0 era, driven by a shift in customer expectations from product delivery to the enablement of outcomes, companies are increasingly realizing the need to redefine their offerings, accelerate and broaden innovation, and deliver solutions in partnership with ecosystem partners.

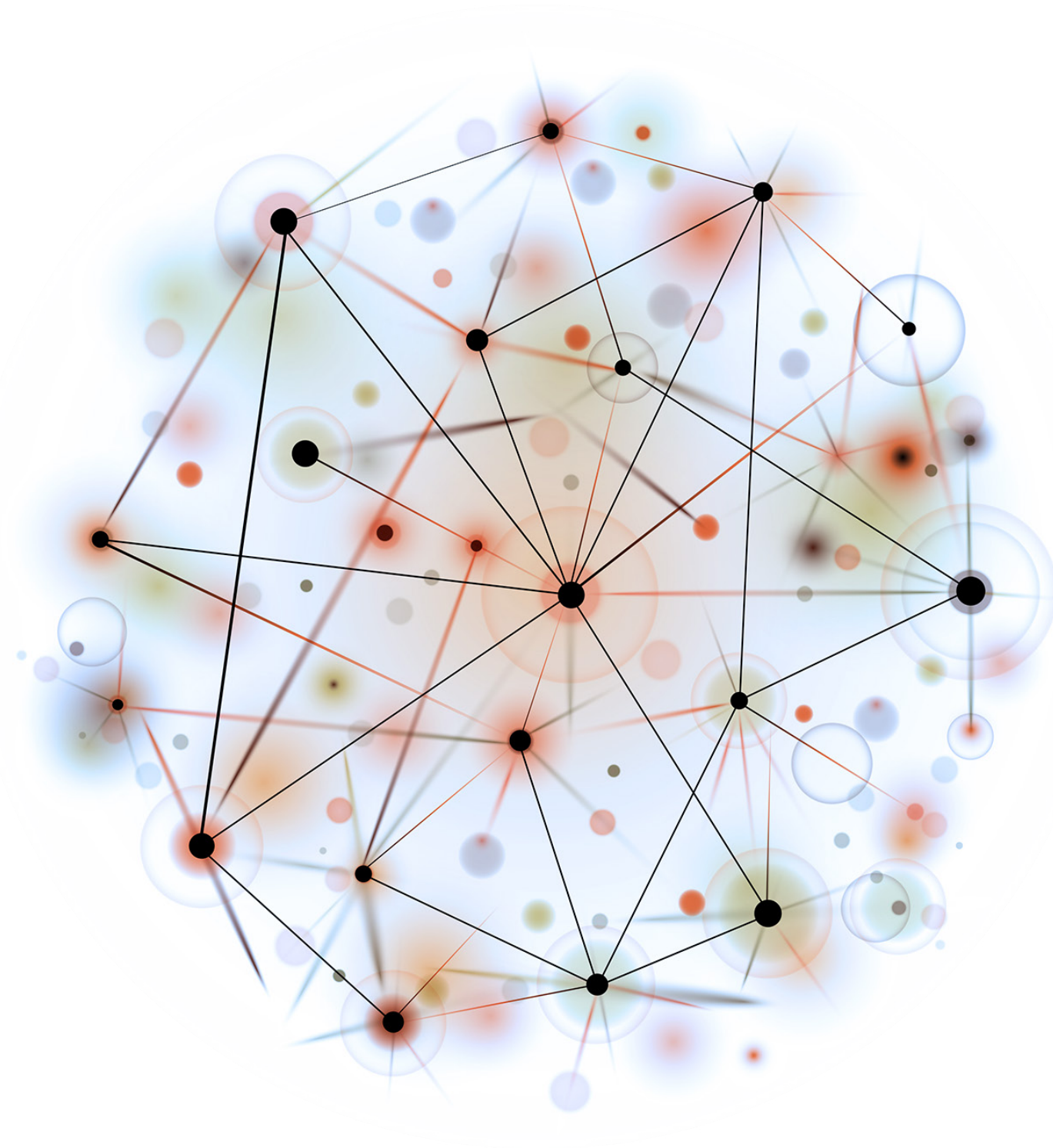


The 5G network slicing opportunity

Managing public 5G network slices represents a growth opportunity for communication service providers—if they can overcome security concerns. The advent of 5G networks introduces new network functionality for communication service providers (CSPs), notably including network slicing, which enables them to carve out and create multiple end-to-end networks on a common infrastructure platform. CSPs can automatically configure and optimize each network slice to support performance requirements for a wide variety of customer use cases, applications, and traffic assigned to that network.

 [Click on Thumbnail to access report](#)

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Deloitte Events



Tanzania

Specialised Tax and Regulatory Workshop for NGOs

Tax remains to be an undeniable puzzle for organisations, including non-profits, businesses and individuals. Each passing day presents unique challenges.

As a continuation to our NGOs Workshop series, Deloitte has organized a full day workshop targeted at helping NGOs improve compliance with the tax laws, and stay abreast of new changes. The event will take place on the 20 November 2020 in Dar es Salaam.

[RSVP Here](#)

Specialised Tax Workshop for the Tourism Sector

A tax compliance workshop with a specific crowd in the tourism industry particularly tour operators and hoteliers. The tourism sector has been one of the industries most affected by COVID-19.

As such Deloitte in collaboration with representatives from the Tanzania Revenue Authority (TRA) have organized a two days workshop to take place in Arusha aimed at addressing key issues faced by the tourism sector during TRA audits and also provide guidance on handling the same.

The event will take place on the 12 and 13 November 2020 in Arusha.

[RSVP Here](#)



Kenya

Webinar: Managing Tax Effectively

Deloitte (Kenya) Limited is pleased to invite you for a webinar on Managing Tax Effectively, which will take place on 16 October 2020. The webinar will focus on tax challenges, risks, and opportunities during these unprecedented times.

The webinar is designed for Chinese entities that have operations in Kenya, targeting management and anyone charged with governance and key decision making.

Kindly register in advance to reserve your online seat.

[Register here](#)



Uganda

CFO Awards

Deloitte and ACCA Uganda have held annual CFO Awards since 2017 aimed at raising the profile of this strategic role, recognize the key role that CFOs and finance functions play within organizations while highlighting the good business and finance practices

This year's awards are set to take place in December and we will be announcing additional details on our social media handles.

Career Opportunities

Welcome to careers at Deloitte

Deloitte is always happy to welcome back Alumni to the family.

Search our recent East Africa postings for any positions that may interest you. There is an option to also refer friends or family to any open positions.



Are you ready to apply your knowledge and background to exciting new challenges? From learning to leadership, this is your chance to take your career to the next level.

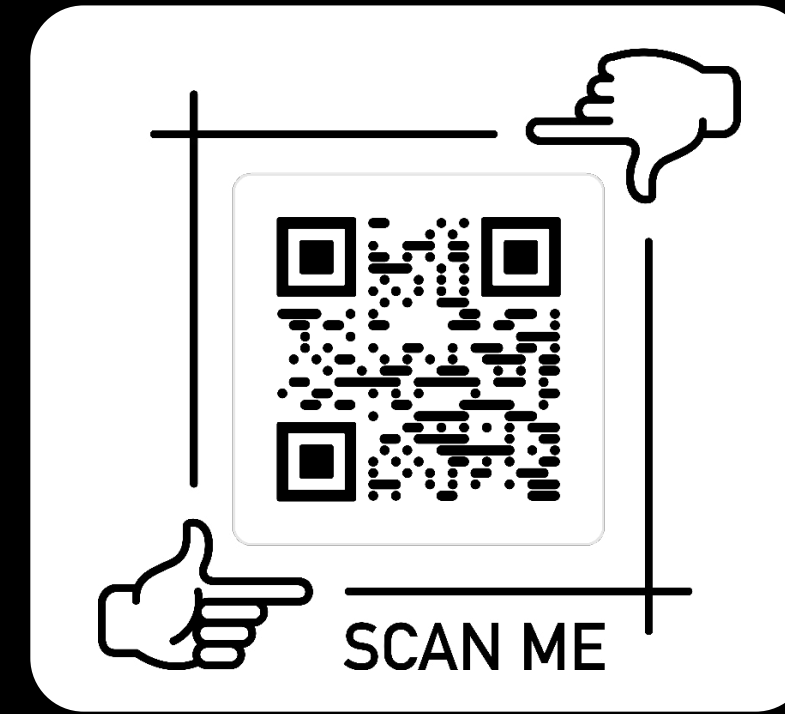
Search and apply for a job today on our Executive Recruitment Portal [here](#).



Stay Connected

Stay connected wherever your career journey takes you

Update your information [here](#) to ensure that you continue to receive communications from the Deloitte alumni team, including event invitations and any other alumni alerts.



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