

**Deloitte.**



Colleagues for life  
Navigating new realities

October 2021

**alumni***i*



**Kibiki Fortunatus**  
**Deloitte East Africa**  
**Alumni Lead**

I am delighted to share with you the third edition of the Deloitte alumni newsletter, which aims at sharing insights and news, across the region. This edition also highlights alumni who have recently made notable movements in their career and showcases career opportunities.

Globally, COVID-19 has shifted how people live and work. 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. Click [here](#) to access Deloitte well-being resources.

I would like to urge you to 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. As I conclude, I hope we all start the fourth quarter of the year strong and that you and your loved ones stay safe.

As we move forward together towards the latter end of 2021, I hope you and your loved ones stay well.

Enjoy the read,

Kibiki Fortunatus



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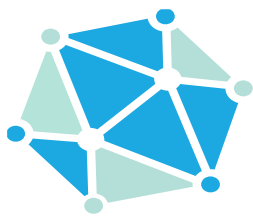
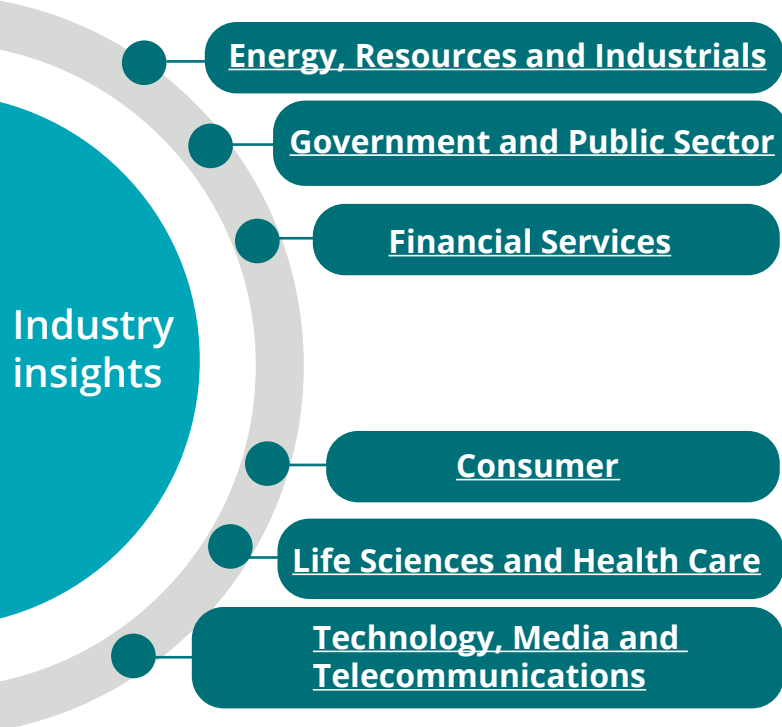
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# Alumni Resources

Stay ahead of the curve and receive Deloitte's latest Industry insights. Click the links below for more information.



## Web Series

### Alumni tailored webinar series

[Perspectives from a Deloitte alum transforming digital healthcare](#)

[Get connected: How effective networking can add value throughout your career](#)



## Podcasts

### Work better together

The [Harvard Study of Adult Development](#) began in 1938 and is still ongoing. It concluded that close relationships, more than money or fame, are critical to mental and physical health, happiness, and longevity.

## Deloitte Dbriefs

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) credits are offered for live webcast attendees. Webcast archives are available after the live webcast date for 180 days.

To learn more please click [here](#).

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# Curated Selection

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## Upcoming sessions

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Upcoming  
Alumni  
curated  
sessions

### Alumni Career Development Series

#### CPE Week

This year's week of virtual learning which will feature interactive video webcasts with Deloitte leaders providing insights and practical guidance around emerging issues and technical accounting topics.

Design your own agenda and register for the sessions of greatest interest to you. Participation may qualify for 1 CPE credit for each general session you attend.

Register [here](#)

### On demand webcasts – in case you missed it.

#### **Global workforce culture in a digital age**

When thinking about the future of work, many organizations state that maintaining workplace culture is top of mind. Remote work, hybrid work models, lack of travel, and reduced mobility assignments add to this challenge. How can organizations enhance the employee experience in today's complex environment? Participants will consider company culture and explore digital tools and technology that can help weigh the balance between tax compliance risks and program flexibility.

The Purpose Imperative: Infusing purpose into business operations and culture.

Link [here](#)



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# Alumni Career Journeys

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## Anita Kundy

Anita Kundy was appointed as the Head of Investment Climate (Tanzania) at the International Finance Corporation (IFC).

Before leaving Deloitte, Anita was a consultant with experience in East Africa and Ethiopia.

## Melkiory Ngido

Melkiory has recently taken up the role of Country Manager - Finance and Administration at Barrick Gold Corporation.

Before leaving Deloitte this year, Melkiory was an Associate Director in our Tax & Legal department and headed the Business Process Solutions team based in Tanzania.



## Gwakisa Stadi

Gwakisa has been appointed as managing director for Helios Towers Tanzania since July 2021.

Before leaving Deloitte, Gwakisa worked as an external auditor at Deloitte Tanzania Ltd. In this role he provided auditing and assurance services to national and multinational corporates across sectors including Telecoms, Financial Services and Manufacturing, among others.

## Martin Riungu

Martin has taken up the role of Finance Manager at BAT Kenya PLC. Before leaving Deloitte, Martin was a manager in Consulting based in the Nairobi office. Martin has over 8 years' experience in the finance field having worked with clients across various industries



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



# Alumni - Spotlight



## Thomas Njeru

Thomas Njeru has always been passionate about entrepreneurship, so it comes as no shock that his life post Deloitte has gone down this avenue. He is currently the Co-founder and Co-CEO of Pula, an InsureTech headquartered in Kenya, providing insurance to farmers across Africa, Asia and Latin America.

Before leaving Deloitte, Thomas was an Associate Director in Actuarial and Insurance Advisory Services (AIS). We were able to catch-up with Thomas on what he has been up-to and ask him a few questions about his experiences and growth.

### **Where are you now?**

I am currently taking this call from Harare. But if you mean career wise, I am at Pula, an insurance firm that covers smallholder farms. We have presence in quite a few countries, but are registered with offices in Kenya, Nigeria, Uganda, Zambia and in Brazil.

### **Could you run us through a little bit of your journey to Deloitte?**

I joined Deloitte South Africa towards the end of 2011 as an Assistant Manager in AIS. While at Deloitte South Africa, I was involved with the process of replicating what we had accomplished in South Africa to other markets in Sub Saharan Africa. Due to the central nature of East Africa and proximity in serving that market, we decided it was best that I relocate to Nairobi to cover that region. I moved to East Africa in 2014 as an Associate Director in the Strategy and Operations department to help build the insurance consulting business. I left Deloitte in 2018 and decided to venture into entrepreneurship.

### **You joined as an assistant manager, which means you were working someplace else in Nairobi, can you tell us more about that?**

Yes, before that, my first job was at UAP where I was tasked with setting up the actuarial and analytics department. By the time I was leaving I was the Chief Actuary of UAP Holding Group.

### **How did you decide to apply to Deloitte South Africa?**

This was pure serendipity; I had talked to a couple of people that worked with Deloitte in the South African office. Besides, Giles Waugh was an inspiration to me as a 24 year old, who was newly qualified Actuary, and he was regarded as one of the top actuarial brains in Africa. I felt I would learn a lot working with him. Additionally, Deloitte was one of the best/largest professional services organizations globally. I also fell in love with South Africa during a three months training. It felt like the best of both worlds with all the benefits of the Western world but still retaining the African culture, climate, and beauty. And of course, Deloitte is the best in what I wanted to do and the fact that Giles was there didn't hurt.

### **In terms of your experience in South Africa and Kenya, what stood out in your time at Deloitte?**

It was a fascinating experience given it was my first time working with a global professional services firm. I had prior to joining Deloitte only worked in the insurance industry, so meeting different people and learning from the different departments really expanded my perspective in life.

I had to quickly adapt and develop different skills such as sales/business development, which is a huge part of being a successful manager and associate director in a professional services firm.

Additionally, the diversified experience of meeting different people and the exposure to the global network where you can fly in an expert as needed for your client really stood out for me. I used to spend a lot of time on the intranet - Deloitte Resources, even on weekends. The vast amounts of information and resources that was available to us as Deloitte employees is amazing.

I was able to understand so much about the wider business and economy, and I can say it even planted the seed of entrepreneurship (with an angle of innovation) in a big way. I was able to see the gaps in the market and spot opportunities.

**If you had to give your best experience or memory of Deloitte, what would it be?**

The one aspect I loved, especially in South Africa, was the detailed performance reviews. They were very thorough and really enabled one to have a good reflection of ones strengths and weaknesses and development areas. Some may find this unusual, but I also loved the Leadership Assessment and Development Centre (LADC) process.

The offices in South Africa were also superb, it was like working in a national park. In both East Africa and South Africa, I also enjoyed the impromptu lunches with various colleagues, you would meet people working on very interesting projects, or having debates.

I also really enjoyed the consulting assignments, especially the strategy consulting assignments. I found them very intellectually stimulating, being able to think through client problems.

**If you had to advise anyone, like the fresh AGR recruits coming in, as they join Deloitte, what advice would you give them?**

The world is your oyster, do not get stuck on one idea or path, but be willing to explore. Be open minded and meet different people and try different things. But always remember the underlying rule of thumb - which is to ensure you are adding value. People have often asked how I quickly progressed through various levels, and the way I was able to do that was critically thinking about the value I was adding to the business and our clients. Understand the business and know what you are adding to it.

**What is the most resounding advice you have ever gotten?**

I got this advice when I was amidst a career dilemma and deciding whether to quit the corporate world for entrepreneurship. It was a confusing time, and someone told me, "Whatever you decide on doing, you will succeed. Go for the one that you only have one shot at."

Another piece of advice which is likely more useful to young professionals was from when I was about to start working with who was perceived to be a difficult project manager, and I got the advice that "At the end of the day Thomas, just because you've heard that someone is difficult to work with does not mean that he is difficult to everyone, go with an open mind." I actually ended up having a very good relationship with this project manager. Difficult is relative, and when you think about it some people find it difficult working with you.

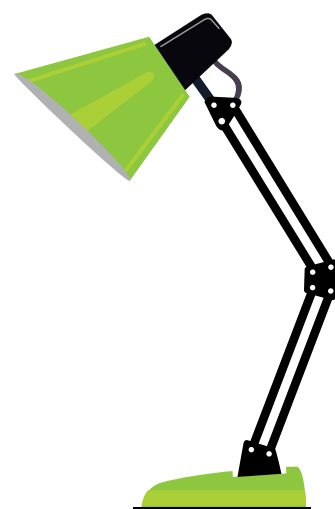
**Any parting shots?**

Deloitte made me who I am. I would advise any young professional to consider joining Consulting. It is quite an experience and you learn a lot, which will form a strong foundation to pursue your dreams. This is your time for exposure and to build problem solving skills for your future.

The above interview was as told to Bitania Ephrem on 14 September 2021.

If you would like to connect with Thomas Njeru via LinkedIn please [click here](#).

If you would like to be featured in our next spotlight please [click here](#).





# Trends 2021

## Tech Trends



**Emerging technologies are reimagining how we organize, operate, and strategize. How can you embrace technology to augment human decision-making, rethink your workplace and customer experiences, and bolster equity initiatives?**

*“Everyone has access to similar technologies—but it’s how you use them that makes the competitive difference.”*

As business and technology strategy become increasingly inseparable, technology choices bear a greater role in enabling—or potentially constraining—organizational strategy.

To read more please [click here](#)

## Global Human Capital Trends

**Pandemic and societal pressures accelerated the worker-employer relationship’s evolution beyond anyone’s anticipation. How might it further evolve amid the uncertainties of a disrupted world?**

*“How might the worker-employer relationship evolve to meet the opportunities and challenges of the post-COVID-19 world?”*

The pandemic strained and tested the worker-employer relationship beyond anyone’s anticipation. Going forward, thriving in an uncertain future depends on having a compelling vision for where that relationship should go.

To read more please [click here](#)



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# Career Opportunities

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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](#).

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## 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.



# Deloitte Academy - East Africa

Deloitte East Africa launched Deloitte Academy in June 2021 to support executives from different organisations to stay on top of market trends and best practices, and to gear them up to be well ahead of their competition.

The Deloitte Academy programme is a one-stop-shop for clients and stakeholders and comprises of trainings, briefings and updates across various business topics.

To read more please [click here](#)



## Missed Deloitte Academy Webinars:

### EA Insurance Outlook

In this edition we took a deep dive into where insurers stand in 2021, how they can take advantage of technology to disrupt themselves, reimagine their operating model and change the perception of insurance in our region.

You can watch the recorded webinar [here](#).

### International Tax

From digital marketplaces to cross border transactions, Revenue Authorities all over the world are looking more keenly at the question of whether a person outside their country could potentially be earning income and therefore subject to tax therein.

You can watch this webinar [here](#).

### International school of tax

You can watch this webinar [here](#)

## Upcoming Webinars and Events:

### Anti-Money Laundering/ Combating the Financing of Terrorism

Financial crime has become a stay-awake issue for corporate directors and C-suite executives at banks and other financial institutions around the world.

07 October 2021

To catch this webinar please click [here](#)

### Sustainability transformation:

To help organizations make risk-informed strategic choices and respond to disruptions to grow their business and protect their reputation.

11 November 2021

To catch this webinar please click [here](#)



# Deloitte Annual graduate recruits



Deloitte East Africa has recently recruited over 40 professionals across Kenya and Tanzania to the firm. The new recruits bring in a wide range of expertise from the various fields such as finance, engineering and economics.



Deloitte East Africa CEO, Joe Eshun, took some time to welcome the new recruits to the firm and wished them all the best in their endeavours.

For more information on Deloitte events follow us on social media



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# Stay Connected

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**Stay connected wherever your career journey takes you.**

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





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