



Shilpa Ivanick on taking risks, kindness, and stepping out of your comfort zone

Deloitte is proud to introduce the next profile in our series of women in the manufacturing industry. By highlighting the stories of women in manufacturing, we hope to help facilitate meaningful conversations, create connections, and showcase the myriad of opportunities available to enter and thrive in the manufacturing industry.



Shilpa Ivanick is a partner with Deloitte & Touche LLP serving clients in both Energy, Resources & Industrials (ER&I) and the Consumer & Industrial Products (C&IP) industries. With a diverse career path ranging from work in manufacturing to aerospace and defense, as well as many consumer industries, Shilpa shares about the power of stepping outside your comfort zone and taking big risks. With more than 25 years of experience, Shilpa is known for delivering quality on her engagements, building trust and long-lasting relationships with her clients and colleagues, and developing tailored solutions for her clients.

Shilpa Ivanick
Partner
Deloitte & Touche LLP

Taking more risks

Shilpa thrives on the thrill of taking risks, a passion that is vividly reflected in her outdoor activities. When she rock climbs, she embraces the sense of accomplishment that comes with each ascent, meticulously balancing the excitement of problem-solving with a profound understanding of safety. This duality of calculating risk while ensuring safety translates seamlessly into her professional life. In the business world, Shilpa's ability to navigate uncertain terrains with confidence and precision allows her to help her clients make bold decisions while mitigating potential pitfalls. Her rock climbing experiences have honed her skills in strategic thinking and resilience, enabling her to approach business challenges with a calculated yet adventurous mindset, ultimately driving success and innovation.

Once joining Deloitte, Shilpa soon realized her career path would be anything but a straight line. She spent numerous years supporting manufacturing and retail clients, before making multiple career leaps. Shilpa reflected on her early career, noting how at first she hesitated to take on new challenges unless she was completely confident in her knowledge and ability to succeed. "I didn't want to put my hand up unless I really felt I knew the subject matter 100%, and I really knew I was going to crush it," she admitted. But she soon realized that this approach, while safe, limited her growth. "You're never really alone; you do everything as a team. You've got so much support. Even if you don't know something, someone else will know, and they're going to help you—even if they've never heard of you."

As her career progressed, she had the opportunity to explore different Deloitte offices, industries, and roles. This diverse experience allowed her to compare different industries and cultures, which ultimately helped her understand what she truly enjoyed and where she excelled. Despite her varied experiences, she found her way back to manufacturing and aerospace and defense. Shilpa's career advice is clear:

"Take more calculated risks. You'll learn more that way, and you'll learn faster. It makes for a more rewarding career overall."

Empowering women in manufacturing

Shilpa is passionate about attracting top talent into the manufacturing industry and described how that includes adding powerful women in the mix. Shilpa believes to truly maximize the labor force available, attracting and retaining top talent is paramount, which includes women. She recalls instances early on in her career being the only woman in the room, in a sea of blue coats, wearing a bright yellow blazer. These experiences encouraged her to continue to stand out and spark change. She realized that continuing to take risks and raise her hand would only continue to help propel the industry forward by attracting more women. She further highlighted the importance of having women in leadership roles to mentor and set an example.

"To continue innovation, delivering value, and coming up with better solutions, you need more diversity of thought to provide different perspectives."

Guiding principles on kindness and balance

Shilpa's career is not just a testament to risk-taking and empowering women, but also the importance of kindness in leadership. Shilpa expressed how her kindness is a superpower—and a strength in a leader, rather than a weakness. She shared how being kind not only creates a more supportive work environment, but one where people are more productive, seen, and heard.

Shilpa notes how her belief in kindness over everything has helped her to develop stronger teams and how this practice sets the stage for team members to want to go the extra mile for their team and for themselves. From her experiences with many different teams, she looks back on how it was crucial for a team's success to keep kindness at the forefront—that

over anything, it fosters community, empowerment, and creating a culture that lasts. Shilpa notes how she always tries to lead by example and that by promoting a kind and supportive work environment, it sets the tone for her entire team.

Shilpa also touched on what it's like to balance a demanding career while being a mother. She shared how sometimes the art of saying "no" is more impactful than anything. Shilpa shared how being able to prioritize is key in finding balance within life and how transparency, prioritization, and thoughtfulness have helped her develop a strong work/life balance, and she is passionate about others doing the same.

Final thoughts

Shilpa's story is a powerful reminder of the importance of stepping out of your comfort zone, empowering others, and leading with kindness. The supportive environment at Deloitte provides an opportunity to take risks, learn, and grow both personally and professionally. So, the next time you're faced with a new challenge, remember her advice: take the risk, empower those around you, and lead with kindness. You might just find it to be the most rewarding decision of your career.

Shilpa Ivanick: The lightning round

Women in Manufacturing

Describing herself in three words: Authentic, pioneer, kind

Favorite food or drink: Tacos

Favorite places to travel: Anywhere outdoors, particularly for hiking and rock climbing

One thing on her bucket list: Visiting Japan with her family

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