

## Current Affairs Noticeboard

### **Deloitte expands list of partners**

Deloitte Australia is adding 14 partners from competitor firms to its ranks as one part of the firm's three-year strategy to grow as the provider of risk management services.

The appointment of 14 external experts to the Deloitte's partnership ranks coincided with the removal of 30 of the firm's non-performing partners and their replacement by the 14 external and 26 internal partners.

Two other partners resigned from the firm in order to take senior positions within Australian corporations. One of those two is Geoff Roberts, a former member of the Deloitte national executive, who joined AXA Asia-Pacific as its chief financial officer.

The total sum of Australian partners in Deloitte is 242 after the top level personnel movements.

That partial changing of the guard comes as a part of a three-year campaign to improve the performance of the firm in the area of client services and also change its business profile to better deal with the changing business environment.

Giam Sweigers, Deloitte's chief executive, told IAB the change in personnel at partnership level was a part of the change in performance culture within the firm that his fellow partners elected him to instigate.

Sweigers says the 30 non-performing partners that were encouraged to move on were replaced by the firm's up and coming talent as one element of the focus on improving the firm's performance.

Another factor in the firm's reshaping was the fact Deloitte has a consulting division that once placed a great deal of importance on the provision of outsourcing information technology.

Over the past 12 months that outsourcing environment has changed, Sweigers says, and the work in the IT outsourcing area has gone offshore to Indian IT service providers, which was the case with a contract Deloitte held with telecommunications giant, Telstra.

Deloitte had to act and sack 500 staff involved in that engagement because the work was no longer there for them.

Sweigers also says the firm has moved to encourage a greater profile for women in the partnership, which includes the establishment of an internal business-woman of the year award to highlight outstanding women in the Australian firm.

Female partners now make up 14% of the total pool of Deloitte partners – a different picture from the 3% in 1995.