

e-news

Fresh Start, Winning Attitude

JANUARY 2019

BDO

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When I heard Shakira sang Waka Waka (This Time for Africa) in the stadium at the World Cup Final in 2010, I thought to myself that this must ring true for us but when exactly is this time?

We are embarking into 2019 with renewed optimism as our African strategy is finally paying off. “Think of Doing Business in Africa, Think of BDO” is now becoming a reality. The first ever BDO Africa Summit held at Hilton late last year has given momentum to our initiative and we are now exploring closer collaboration with India and Middle East, the major trading partners of Africa.

We have also been entrusted by BDO International to continue BDO’s expansion of footprints on the continent.

We just closed a \$75m transaction in Kenya, we have been solicited by ABSA to carry out a due diligence in a cement plant in East Africa and a Mauritius based PE Fund has sought our assistance for a hotel chain transaction which has covered various African jurisdictions. Thanks to Sandeep, we have just won our biggest engagement ever together with a leading Global consulting firm. This is an assignment which involves both BDO UK and BDO Kenya.

It is about improving investment climate and how to attract investment in East Africa. The assignment will run for five years.

The pipeline of potential jobs is looking even more exciting. For the time being, the three service lines that have got wind in their sail for African Business are Risk Advisory, IT and CF. There is the possibility of the three service lines being involved with just one client: a regional PE Fund.

Our offices on the ground are all doing well, with depth in talent pool and good leadership. BDO Ethiopia is market leader, BDO Uganda is ramping up its audit portfolio; BDO Tanzania is generating consistent returns; BDO Madagascar is finally emerging; BDO Seychelles remains solid market leader even though there has been audit rotation; BDO Rwanda is poised for an organic growth and has just set up dedicated Advisory unit. BDO Kenya is now firmly the engine of growth.

Mauritius’ future is intrinsically linked to Africa. The same applies with our firm. It’s our reality. Our business model is being shaped in line with taking advantage of the growth potential in the region. We are about to close a large audit assignment in Mauritius thanks to our regional presence. It’s all interlinked.

Our seamless partnership model is our strength, a competitive advantage which no other firm has. With our closer collaboration with all the African offices, we are well poised to create BDO Africa, foundation of which has already been laid.

Our vision is to be the leading regional firm. The challenges are of epic proportions. It requires not only hard work but dedication, right attitude, and commitment. Our time has come. The future is now.

In Waka Waka Shakira sings the following:
“ People are raising their expectations
Go on and feed them this is your moment
No hesitations ”

Afsar Ebrahim
Deputy Group Managing Partner BDO Mauritius



The new year resolution

Dr William Kalema,
Director BDO Uganda

The beginning of a calendar year is usually a good time for business leaders to reflect on their progress over the past year and plan either how to increase success in the in the year ahead or how to enjoy and consolidate the prior year's success story.

The good news is that 2018 has been a comparatively good year for the BDO East Africa (Uganda Office) and we project our revenue to soundly grow by the year end (June 30, 2019) as compared to the previous financial years. The firm has also engaged in several expansionary measures during the year to allow us support both our existing and prospective clients better in their success journeys. Among the expansionary measures was acquisition of more office space and recruitment of new staff.

Currently, Uganda is described by the World Bank as a country to watch in the Oil and Gas space, due to the commercial discovery of an estimated 6.5 billion barrels of oil, 1.4 billion of which are recoverable, therefore for the year 2019, one of our focus areas will be aggressively penetrating the Oil and Gas industry and engaging more clients in the sector which in turn will boost our revenue streams for the new year.

Above all, at BDO East Africa, we greatly value our people and look forward to growing with our staff in all aspects including professionally, academically and other spheres of life.

Team Building

The year-end comes with a lot of excitement and festivities, at BDO Uganda office, we chose to take time off and team build around the same time, it was a two-day event filled with games and various teams competing against each other. The second day was also the secret Santa Day, where BDO staff exchanged Christmas gifts. This event happened on December 15th to 16th 2018, at the Garuga resort beach hotel in Entebbe, Uganda.



Staff Children's party

As part of our movement to grow together with our people in all aspects of their lives, BDO East Africa Organized a Christmas party for the BDO staff's children on December 7, 2018 at the Royal Suits hotel, in Bugolobi, Kampala, Uganda.





Comme chaque année, l'équipe BDO apporte le bonheur aux enfants défavorisés et malades. Cette année le choix s'est tourné sur l'hôpital des enfants Tsaralana.



Le passage de l'équipe a créé chez les parents des enfants malades un sentiment de reconfort et de soutien.



Entre autres, des dons de kits pour enfants : couche, couverture, lait, fromage, kit de premier soin et des jouets ont été distribués selon la tranche d'âge des enfants.

The Murchison Falls



Murchison Falls is located in the western part of Uganda also known as Kabalega Falls. It is a waterfall between Lake Kyoga and Lake Albert on the White Nile River in Uganda.

At the top of Murchison Falls, the river Nile forces its way through a gap in the rocks, only 7 metres (23 ft) wide, and tumbles 43 metres (141 ft), before flowing westward into Lake Albert. The outlet of Lake Victoria sends around 300 cubic meters per second (11,000 ft³/s) of water over the falls, squeezed into a valley less than ten metres (30 ft) wide.

The Murchison Falls National Park



Murchison Falls National Park (MFNP) is Uganda's largest national park. It measures approximately 3,893 square kilometres (1,503 sq mi). The park is crossed by the Victoria Nile River from east to west for a distance of about 115 kilometres.

Also, in the park, adjacent to the Masindi-Gulu Highway, are the Karuma Falls, the location of the 600-megawatt Karuma Power Station, which will be Uganda's largest power station when commissioned.

Afsar Ebrahim and Sandeep Khapre attending the Alpen Capital Global Fusion Event at Jumeirah Beach Hotel Dubai.



From left to right: Ravi Goyal- Executive Director Julius Baer, Afsar Ebrahim- Deputy Group Managing Partner BDO Mauritius, Sandeep Khapre-CEO BDO East Africa, Rohit Wallia-CEO Alpen Capital and Ali Rajabali-Assistant VP



Sandeep Khapre, Mohini Dey-Bass Guitar player from India and Afsar Ebrahim

EOY Party - Madagascar



Pour finir en beauté l'année 2018 et accueillir l'année 2019 dans la joie, l'équipe BDO a organisé une fête de fin d'année dans une atmosphère conviviale.

Le sourire aux lèvres de chaque membre de l'équipe a vraiment marqué cette soirée avec une ambiance festive et décontracté dont on se souviendra tout le long de l'année 2019.

EOY Party - Kenya

We had a spectacular dinner at the Four Points Sheraton Hotel on the 18th of January 2019 to mark the end of year wind up. The hotel is based at the main airport, Jomo Kenyatta International Airport facing the National Park Savannah. A nice view to watch from the Hotel. It was a worthwhile outing after a busy week in the office where staff enjoyed catching up and making merry.





EOY Party - Mauritius

BDO held it's EOY party at the Hilton Hotel on the 11th January 2019



EOY Party - Mauritius



EOY Party - Mauritius



EOY Party - Mauritius



EOY Party - Mauritius



EOY Party - Mauritius

Stephanie, Our Master of Ceremony, entertaining the staff



Yacoob Ramtoola, CEO, handing the gift to the winner, Gabriel Charoux



EOY Party - Mauritius

The Magic Show by William Watt, Magician and Mentalist



EOY Party - Mauritius

Our One and Only Staff, Parveen Babajee, performing a dance show



The Dancefloor...



EOY Party - Mauritius



EOY Party - Mauritius



EOY Party - BDO Solutions

BDO Solutions held its EOY Party at Westin Turtle Bay Hotel on 15th December 2018





Collaboration with BDO India

BDO India and BDO Mauritius is collaborating very extensively in implementation of new IFRS standards which are IFRS 9 “Financial Instruments”, IFRS 15 “Revenue from Contracts with Customers” and IFRS 16 “Leases” at clients and Staff of BDO Mauritius. Team from both the offices are representing to clients as one team and together they are part of the client’s journey towards implementation of these new IFRS standards. Recently, BDO India has conducted trainings on these new IFRS standards for the entire staff of BDO Mauritius. Also, BDO India has conducted workshops for Global Management Companies on these new standards to spread the awareness on some of the critical aspects of these complex standards. These workshops were well received and appreciated by the officials of the global management companies.

Nipun Gupta is leading the initiative from BDO India and Ameenah Ramdin is leading the same from BDO Mauritius side. Various client meetings have been conducted over the last week wherein both the team were jointly working for last few months. Clients have appreciated the value which has been brought by both the team through joint efforts.





Launching of the 'Leading With Passion' Leadership Programme-Batch 2



In line with our corporate vision of being one of the leading accounting firm in Africa, we are dedicating substantial effort and energy towards developing our people. Our latest initiative in this area has been the recent launch of our yearlong innovative leadership programme 'Leading With Passion' for a 2nd batch of senior managers. In this edition of our newsletter, we are sharing with our readers, some of the pictorial highlights of the launch.

The programme is holistic in approach and the selected participants will develop their desired competencies through skills assessment, project challenges, learning reinforcement sessions and team bonding exercises. A formal certification will be provided at the end of the programme to certify those participants who have demonstrated the acquisition of the competencies.

In this year's edition, we have been innovative in our approach by providing for an internally dedicated person whose mission will be to provide support to the participants of 'Leading With Passion' leadership programme. Indeed, we have appointed Mrs Yvana Hassim, Social Psychologist - Work and Organization, as a dedicated resource person for this project. We consider that such support will help the participants maintain their level of motivation and engagement in this programme as well as providing psychological support whenever required.

We take this opportunity to wish the 20 Managers all the very best for a fruitful 2019 leadership programme.

Gerard Bouic

HR Director



La cérémonie de lancement du Leadership Programme 2019 de BDO a permis de mettre en avant l'enthousiasme des différents acteurs. En tant que psychologue social du travail et des organisations je suis ravie de pouvoir accompagner les managers durant cette formation de qualité. Je suis notamment en charge des entretiens individuels des managers durant lesquels j'aborde avec eux leur parcours professionnel ainsi que leurs compétences actuelles et potentielles. De plus grâce à une évaluation à 360° chaque manager pourra prendre connaissance de ses qualités de leadership et comparer sa vision à celles de ses supérieurs, pairs et équipes. Je serai également disponible pour soutenir et approfondir les thématiques souhaitées par les managers. Enfin je serai présente durant les sessions de formation et de renforcement d'acquis pour les accompagner dans leur nouvel apprentissage.

Yvana Hassim
Psychologue Social du Travail et des Organisation

Launching of the 'Leading With Passion' Leadership Programme-Batch 2



Launching of the 'Leading With Passion' Leadership Programme-Batch 2



The Ice Breaker Exercise



Part of the Organising Team



Priya, Corinne, Pooja, Trisha and Dharmeenee

Lila & Kim sharing their experience / appreciations of the leadership programme



Lila, Kim and part of the participants from the first batch

The Award Ceremony for the first Batch of the 'Leading With Passion' Leadership Programme

Yacoob Ramtoola, BDO Group Managing Partner, remitting the Certificate of Achievement to some of the Participants of 'Leading With Passion' Batch 1: Didier, Siddhish, Pradeep, Shakeel, Sultana, Pravin, Nargis, Lila, Kim and Galina.



The Award Ceremony for the first Batch of the 'Leading With Passion' Leadership Programme



Family Photo





At the back from Left to Right: Stephanie, Hamza, Mahenraj, Riyaad, Kunal, Dushyant, Pravesh, Sharon, Mozammil, Michael, Ruwaida
In front: Nooreena, Shaheen, Nadjeeya, Patrice, Jibran, Meelyn, Asvin, Feizal and Pamela

Congratulations to the New ACCA Qualified

Madagascar

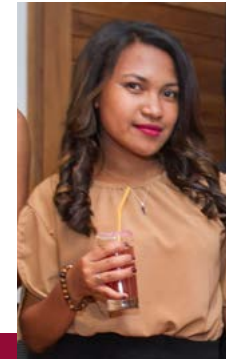


Après avoir achevé mon Master 2 en Contrôle de Gestion et Audit Opérationnel, l'activité d'accompagnement des clients à la recherche de financement, m'a beaucoup inspiré.

Suite à mes recherches, le rôle des consultants est réduit à une simple rédaction des business plan, alors que les activités des consultants peuvent aussi s'ouvrir à l'accompagnement des promoteurs pour des fins de socialisation des entrepreneurs à l'instar du « coaching », d'autant plus que cette ouverture peut apporter plus de valeur ajoutée au cabinet.

J'ai pu constater ce type d'activité des cabinets de conseils chez BDO Madagascar, et à l'avenir je souhaiterais m'exceller dans ce domaine tout en exerçant dans la comptabilité et l'audit.

Hariniaina RANDRIAMBELOMANANA



“Patience is bitter, but its fruit is sweet”.

Effectually, we can be rewarded if we work with persistence and love. The last year was so good to me, I could amplify my professional experiences at BDO, and I get my Master's degree in Finance and Corporate Governance. What I appreciate most is the integration with my colleagues at BDO Madagascar. From them I draw on the sharing of knowledge and new skills. For 2019, I aim to improve my professional career and share pleasant moments with the whole team.

Pamela Capriatti RAKOTOMANGA

Congratulations to the New ACCA Qualified

Mauritius



Wendy Lam
Audit Group B (SP)



Vidhilesh Woodun
Audit Group C (DD)



Soopramanien
Masilamanee

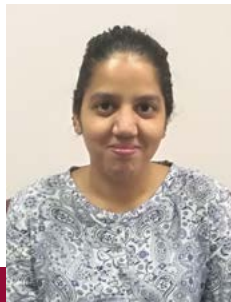


Karishma Ram Autar



Shannon Foolchand

Welcome to our New Recruits



Anisah Mahomedally
Audit Group A (RG)



Chee Kah Moi
Ng Yuen Hing
Audit Group A (ZP)



Anissah Peerun
Audit Group C (DD)



Fatimah Hosany
Audit Group A (RG)



Melissa
Madanamoothoo
Tax



Daisy Yong Sok Kow
Audit Group A (ZP)

Welcome to our New Recruits (contd.)

Mauritius



*Timothy Bate
Audit Group A (RG)*



*Tasvinduth Gukhool
Audit Group C (DD)*



*Hannah Burahee
Corporate Finance*



*Samantha Maunick
Audit Group A (YR)*



*Dylan Li Chung Fong
Audit Group B (AR)*



*Ikhlās Jeewah
Client Accounting*



*Nigel Li Fak Yu
Audit Group B (AR)*



*Anika Roodur
Audit Group A (YR)*

Welcome to our New Recruits (contd.)

Mauritius

BDO Solutions



Vikshan Ramdhun



Ghanishta Indranath



Harsheeta Seetul



Ishanee Gomanee



Loic Cangy



Akeel Koomar



Dannesh Toolsee



Sanjana Beeharry



Milind Marchurchand



Kajal Saulick



Noorina Hossene



Faadiyah Hossenally



Firyal Mowlah

Welcome to our New Recruits (contd.)

Mauritius

BDO IT Consulting



Irfan Goolamhossen



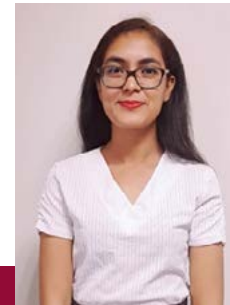
Ismail Doomun



Nishtee Buneypersad



Yashil Bhurtun



Yeshta Badoye

Welcome to our New Recruits (contd.)

Kenya



You can't always turn your passions directly to profit, but you can use them as a guide to help you find work that engages you in the same way. I am happy to join the team of professionals in the BDO East Africa audit department doing what I love most; providing assurance services to the variety of clients; across all sectors in the economy.

Enock Ngeny
Audit Assistant



My experience so far with BDO E.A has been good. BDO is a great place where one can grow career wise. There is a conducive working environment with very supportive colleagues. I believe that I am going to learn and advance my career while working here.

Florence Chepngenoh
Audit Assistant



Joseph Ndunda
Audit Manager

Welcome to our New Recruits (contd.)

Kenya



My experience so far with BDO E.A has been good; full of learning and challenges during the course of my work. BDO is a great place where one can grow career wise. The environment is conducive with very supportive colleagues who help you into a better auditor.

Patrick Inyangala
Audit Assistant



My name is Priscillah Nguhi Githang'a and I'm in the IT Department. Working at BDO East Africa so far has been pleasant as I received a warm welcome from a great team of professionals, thereby giving me a quick settlement period. I'm glad to be Part of the BDO Team and I look forward to working with all members to achieve the set goals.

Priscillah Githanga
IT Assistant

Welcome to our New Recruits (contd.)

Uganda

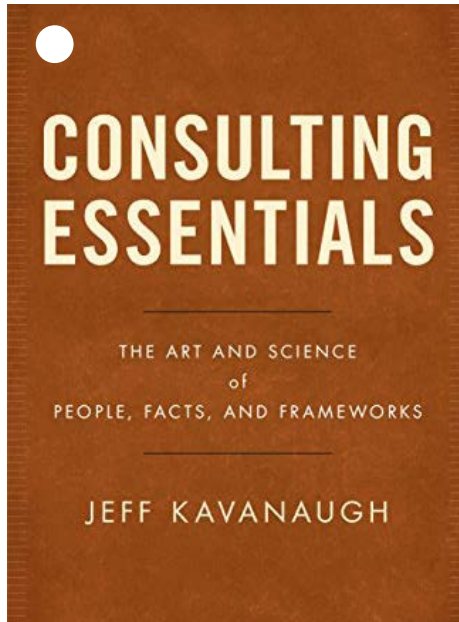


*Jim Drani
Manager Business
Risk Services*



*Ssebalamu George
Business Development
Executive*

Read for you by Afsar Ebrahim



How do you become a world-class consultant?

This is the question on the minds of thousands of young consultants as they graduate from the classrooms of the world's business schools to the offices of top consulting firms. Yet, few of them have been formally trained on the concepts that elevate consultants to the top of their field.

Drawing on his experience as a senior partner at a multi-billion dollar consulting firm and adjunct professor at the University of Texas at Dallas MBA program, Jeff Kavanaugh is ready to share the tools of the trade for young professionals to quickly scale the consulting learning curve.

Pulling together the best content from his own experience, as well as other world-class consulting leaders and industry professionals he has worked with, Kavanaugh has distilled the lessons into the key skills that separate the best from the rest.

Mauritius

- Afsar Ebrahim
- Corinne Ng Man Chuen
- Reza Ghanty
- Prisca Veerappapillay

Ethiopia

- Rolina Negussie

Kenya

- Abhishek Bhugloo
- Brian Kiso
- Evelyn Mululu
- Whitney Omusula

Madagascar

- Hariniaina Randriambelomanana

Seychelles

- Nazrah Ramdin

Tanzania

- Juvinal Betambira

Uganda

- George Ssebalamu

Rwanda

- Clare Chesimo

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