Leadership Changes and planned separation from Deloitte

Dear friends,

After completing my second term of four years, and aggregate period of eight years as the Chief Executive (CEO) and Managing Partner, I have decided not to offer myself as the CEO of the firm, and accordingly, I will relinquish this position around February 9, when the new CEO will assume this office. Further, after eighteen wonderful years as a partner of the firm, I am also planning to leave Deloitte in a few months from now. Deloitte Yousuf Adil (Deloitte Pakistan) is currently undergoing a nominating process for selection of the new CEO of the firm, who is expected to be appointed soon.  In the last partners meeting held on January 17, our new board has been formed and Mr. Nadeem Yousuf Adil has been elected as chairman of the Board.

This is, what can be described as a bittersweet moment, which means a sad and happy moment at the same time, for me. It is a sad moment, because I will be leaving this firm that I have had the pleasure to lead and massively transform, from a relatively small firm, to one of the leading and high quality firms in the country, with key role in getting membership of Deloitte network - now the largest professional services firms in the world. Also, it is a sad moment because I will be separating from so many friends and colleagues after years of association and doing what can be termed as “our life’s work”. However, it is also a kind of sweet moment for me, as I will be relieved from this immense responsibility that entailed working long hours, leaving me with more time for my family. Further, after such a long time in the profession, I also intend to do some work that is different, transformative and having broader impact beyond just the firm and the accountancy profession.

While I know this will be a major change for the firm, its partners, people and clients, I am happy that I am leaving the firm in a strong position with leadership that has the capacity and commitment to steer this change, or adjust to it, successfully. I am confident that the firm is well positioned to continue the growth momentum, enhance the critical innovation and progress towards achieving our goals including the objective of combination / clustering with another major Deloitte member firm in two to three year time in accordance with Deloitte’s global strategy of member firm combinations.

I take this opportunity to thank all partners, members of Deloitte family, clients and friends, who have provided me tremendous support throughout this long period, and extend my best wishes to the firm to achieve the coveted goal of becoming the “undisputed leader” amongst the professional services firms. I must mention that I will be available for any support and guidance that the new leadership requires, and hope that we will continue our association in some form or the other.  Finally, I will close this message leaving you with the powerful thought contained in the following memorable words of Charles Darwin:

***“It is not the strongest or the most intelligent that will survive, but those who can best manage the Change.”***

Best regards

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