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Dear Members,

It gives me immense pleasure to continue as the chief editor of the IIA India “Quarterly” magazine. Your support and encouragement is what gives me purpose and joy to deliver a better magazine each quarter. I hope you enjoy the magazine as much as how the team enjoys putting it together.

We have a new editorial board this year and I heartily welcome our new members as they look at making this magazine world class. One of our aspiration is to take this magazine to the Asia-Pacific level this year and we seek your support and blessings as we start that ambitious journey.

I would also like to extend a big welcome to our new Presidents and Board of Governors of IIA India and at each of the 6 chapters that we have in India. A new leadership that is aspirational and want to continue the great work we did as a group last year. This is the spirit that guides us and makes us better.

In this edition of the Quarterly, we are focusing on the theme of being “Digital”. It is a theme that is close to my heart and very relevant in today's world of auditing. There are some interesting articles in that regard and I would like to seek your inputs or views around the same.

And finally, the big event – IIA India National Conference is being held at Bengaluru on the 30th and 31st of January 2020. The theme of the conference is “Audit in Tune” which is the theme of our IIA Inc President this year. You can get more details in the magazine and I look forward to meeting you all at the event.

We would like to hear your feedback. It is the only way in which we can make this magazine evolve and be better. If you would like to share your feedback or contribute to the magazine, please feel free to write to me at jolyjoseph.joe@gmail.com.
My dear fellow members and internal audit professionals,

I am honored to assume the role of the President of the Institute of Internal Auditors, India. While I thank the members and my fellow councilors, I am aware that the honor is for the principle that chance allowed me to represent and not a personal acknowledgement.

My predecessor, Bhaskar, introduced the slogan ‘Together we shall’ and lived by it. In the process, we too came to breathe the same. Coming together is a beginning; keeping together is progress; working together is success. The fitting continuum would be ‘Yes, we shall!’ although with a silent prayer that He continues to mould us right.

IIA India has many challenges ahead and although the one year term for Presidency appears short – if not limiting, it also compels us to bring that burst of energy if we wish to further the cause of the profession. At the core of it, we need to make benefits of IIA visible to more individuals and we need to deliver value to our members.

To achieve these objectives we have several working Committees. They serve as think-tanks and set in motion initiatives, monitor those initiatives periodically and re-align them, when required. Sumant Chadha chairs Advocacy, Sidheshwar Bhalla chairs Membership, K Vidyadharan chairs Publications, Manoj Agarwal chairs Training and Thiyagarajan Kumar chairs Revenue.

Nikhel Kochhar, the Chief Advisor, and his Secretariat serve as a vital cog-in-the-wheel in the attainment of our objectives. Nikhel brings in passion for the profession and flair for institution building. His office provides crucial support in the service of members.

The six chapters are run by member-elected Boards and also have new individuals at the helm. Chapters have been IIA India’s primary connect with members and have contributed to IIA India through their nominees on the National Council. Every chapter is brimming with ideas and plans and there is that infectious enthusiasm that engulfs one and all!
On August 31, our long time Councilor and representative of IIA Inc., Denny Beran, retired. Through his incisive viewpoints and laser-focus, Denny shaped the functioning of IIA India and we are grateful for his contribution in our turbulent times. He passed the baton to Ms. Severine Chanay-Savoyen who has hit the ground running with the same fervor.

With such a team to tackle the challenges, could I aspire for more?

During the October – December quarter, Delhi Chapter (October 18), Bombay Chapter (December 19 and 20) and Madras Chapter (December 13 and 14) host their respective regional conferences. The National Conference – the flagship event of IIA India – will be held in Bengaluru on January 30 and 31, 2020. Each event holds a lot of promise and I urge each member – all internal audit professionals, actually – to participate in those events.

I am happy to receive your thoughts and feedback on PRESIDENT@IIAINdia.ORG.

With warm regards,

R Ramarao
President – IIA India (2019-20)
Dear Members,

The momentum, in 2019-20, gathers pace. Our membership figures as on 31st July, 2019 were up 30% over the same time last year. With over 20 initiatives being taken by the Membership Committee we are optimistic about the near future as well.

IIA India and All 6 Chapters held their AGMs by 31st August, 2019. Out heartiest congratulations to R. Ramarao, President, Mr. T. Kumar (TK), Sr.VP, Adithya Bhat, VP, Giridhar Janardhana, Secretary, Sid Bhalla, Jt. Secretary and Burzin Dubash, Treasurer. Congratulations as well to the new Chapter Teams ably led by Joly (Joe) Joseph in Bangalore, Sid Bhalla in Delhi, Ravi Patwa in Kolkata, Manoj Kr. Jain in Chennai and Haresh Dua in Mumbai. Kallol Bhattacharya continues as the President of the Hyderabad Chapter for the 2nd year running.

A big “thank you” to Viswanadh Kuchi in Bangalore, Thiyagarajan Kumar in Delhi, Debsish Ghosh in Kolkata, Dr. Paul Jayakar in Chennai, Kallol in Hyderabad and Manoj Aggarwal in Mumbai for their untiring efforts as Chapter Presidents in 2018-19. And last, but certainly not the least, to our immediate Past President, S. Bhaskar for taking up the momentum of IIA India by several notches. These volunteer positions require a lot of time, dedication and personal sacrifice for which we are grateful to them.

Some of our key Committees heads include Sid Bhalla (Membership), Manoj Agarwal (Training & Webinar), Sumant Chadha (Advocacy) and K. Vidyadharan (Publications, Newsletter & Social Media jointly chaired by Joly Joseph). The Audit Committee is composed of the 3 past presidents, namely K. Vidyadharan, Sumant Chadha and S. Bhaskar.

The International Conference of The IIA, held in Anaheim, California this year from 7-10th July was a resounding success. So I believe, was the ACIIA Conference held in Tokyo from 17-18th September, 2019.

Great progress is being made in Bangalore, which gears up for the National Conference on 30/31st January, 2020. Dates for the Conferences in Mumbai (19/20th December 2019) and Chennai (13/14th December, 2019) are already firmed up. Delhi Chapter took the lead by hosting its Annual Conference on 18th October, 2019. With over 120 registrations and a jam-packed schedule, incorporating over 30 speakers & panellists it was well appreciated by all participants.

Two Audit Clubs have already been formed in Bhilai & Ludhiana with Jaipur also being targeted as a potential site. A path-breaking initiative – the formation of a Women’s Club” - was announced under the dynamic leadership of Sana Baqai. All leaders unanimously acclaimed this initiative under the dynamic leadership of Sid Bhalla and all Chapters are encouraged to follow suit in this welcome initiative to enhance gender diversity.
In addition to our training initiatives, IIA India has launched the CIA “On-demand” training to enable aspiring CIAs to study as per their personal convenience of time availability. We do hope that this will inspire many more working professionals with time commitment issues to take up this training and get a boost to their careers with the CIA certification. IIA Global, which has kindly agreed to our request for discounted fees, allows us to offer this training at a significant discount to the normal member charges in other countries.

One of our leading lights, Mr. N.G. Shankar has been awarded the QIAL (Quality in Internal Audit Leadership) certification. Our hearty congratulations to him. NG (as we fondly refer to him) continues to serve IIA Global on the Professional Certifications Board and is always available with sound advice, when sought. We look forward to his guidance to the Quality Assurance Committee which advises corporates on the path to achieving this certification.

The National Council, on my request, has agreed to change my designation from CEO to Chief Adviser so henceforth I will be signing off under my new designation.

With Warm Regards

Nikhel Kochhar
Chief Advisor
IIA India

UPCOMING CONFERENCES AT A GLANCE

30th & 31st January, 2020
IIA National Conference at Bangalore.

19th & 20th December 2019
IIA Bombay Conference

13th & 14th December, 2019
IIA Madras Conference

15th February 2020
IIA Hyderabad Conference

20th February 2020
IIA Calcutta Conference
CALLING FOR SPONSORSHIP OF ‘THE QUARTERLY’

If you are interested in promoting Internal Audit through our magazine, please feel free to reach out to us.

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A. THE AMAZING PRODUCTS & SERVICES THROUGH DIGITAL DISRUPTION

Tech start-ups looking to create products & services that define new value proposition which are multiple times more useful than existing versions - are based on digital disruption, the change fueled by the latest wave of technology: advances in artificial intelligence, data analytics, robotics, the Internet of Things, and new software-enabled industrial platforms that incorporate all these technologies and much more.

There is a high-stake global game going on for creating products & services with amazing value proposition, using disruptive technologies which are in the following areas

- Space colonization
- Medical innovation
- High speed travel
- Autonomous vehicles
- 3D printing
- Artificial Intelligence
- Internet-of-things
- Robotics
- Blockchain technology
- Advanced virtual reality

B. DIGITAL DISRUPTION CONCEPTS

Before we dive deep, let’s understand a few concepts explained below by experts over the years (sourced from the internet).

What is business disruption?

In business theory, a disruptive innovation is an innovation that creates a new market and value network and eventually disrupts an existing market and value network, displacing established market-leading firms, products and alliances. Not all innovations are disruptive, even if they are revolutionary.

What is disruptive technology?

Disruptive technology is an innovation that significantly alters the way that consumers, industries, or businesses operate. A disruptive technology sweeps away the systems or habits it replaces because it has attributes that are recognizably superior.

Recent disruptive technology examples include e-commerce, online news sites, ride-sharing apps, and GPS systems. In their own times, the automobile, electricity service, and television were disruptive technologies.
The difference between sustaining and disruptive technology?

A disruptive technology is a new way of doing things that initially does not meet the needs of existing customers. They tend to open new markets and destroy old ones. A sustaining technology produces an improved product customer are eager to buy.

What is digital disruption?

Digital disruption is the change that occurs when new digital technologies and business models affect the value proposition of existing goods and services. The rapid increase in the use of mobile devices for personal use and work, a shift sometimes referred to as the consumerization of IT, has increased the potential for digital disruption across many industries.

Gartner puts Digital disruption as an effect that changes the fundamental expectations and behaviors in a culture, market, industry or process that is caused by, or expressed through, digital capabilities, channels or assets.

How does the present value proposition of existing products & services become redundant?

A value proposition is a statement that clearly identifies the benefits a company’s products and services will deliver to its customers.

A well-crafted value proposition will differentiate the company and/or its specific product or service in the marketplace and among a target market or target audience.

With digital disruption the new value proposition should have multiple times improved speed of service, dramatic drop in cost of product, ease of receiving service & multiple times improvement of quality. Sometimes application of digital disruption integrates multiple functionality in one product/service. At other times it creates functionalities that were not possible earlier.

C. SIGNS OF DIGITAL DISRUPTION

A heightened increase in - technology consumerization & technology consumption - along with loss of control on self-generated information by the owner, point to digital disruption.

Information Control

The digital journey from the 1990s till date points to digital disruption increasingly move away ownership & controls from the hands of the owner

1. 1990s: Intranet level security: Using self-generated information on a centralized database residing on servers within the company’s boundaries & without internet access


3. 2010s: Cloud level security: Using self-generated information residing on devices of cloud service providers, relying on third party security & access controls.

4. 2020s: Blockchain level security: Using self-generated information lying in private devices of other participants & users with security & controls in the hands of algorithms
Consumerization

The consumerization of IT refers to how software and hardware products that were designed for personal use migrated into the enterprise and were used for work purposes. At work we were all used to working on prescribed devices by the IT department, however over time personal devices & applications became more powerful than those at work. Hence the Bring-your-own-devices (BYOD) policy was unavoidable to keep efficiency levels. BYOD was triggered with the advent of iPhones in 2007, and soon BYOD policies came up with the re-assessment of risks & controls.

Consumption

In our social & business interaction we consume bytes. Children probably consume more bytes than parents. Today, we have different generations of man-machine interactions which have a totally different byte consumption, viz

1. 1990s: Using mobile phones for voice: Human-to-human interaction: KB Generation:
2. 2000s: Using data in smart phones: Human-to-machine interaction: MB Generation:
3. 2010s: Interacting with voice bots: Human-to-AI interaction: GB Generation
4. 2020s: Activities performed by robots using Internet-of-things technology: Machine-to-machine interaction: TB Generation

We started off by using mobile phones for voice only which our grandparents still do. This is very light data usage in a few KBs per month compared to when we activated the data option in our smart phones our consumption moved to GBs. As we go down to the next generation data consumption shoots up at geometric progression. In 2020s we will start consuming terabytes of data whereby our consumption shoots up millions of times from what we consume today.

D. RISK ASSESSMENT & INTERNAL CONTROL DESIGN

In the earlier years of IT review, started with an IT risk assessment after which the audit program was simple to write out. Certain areas as testing general controls, application controls always existed in the program. With ERP systems coming in Segregation of Duties (SOD), Business process review (setting the parameter) got added in and in focus. With the internet age – security & fraud threat assessment esp. cyber security has taken a front seat. In a way every audit has become a technology audit.

With digital disruption while all the above are still relevant, however the significant risks are usually strategic in nature. They reside in a correct assessment of the timing & business use of emerging technologies, risks in AI especially bias in algorithms, big data, etc. Also the role of internal audit representation at the planning, prototyping & product deployment stage gains pre-eminence. Now every technology audit has also become a strategic business review too.

References

1. Disruptive technology explained
2. 10 Principles for Winning the Game of Digital Disruption.
3. 11 amazing examples of disruptive technologies
Accelerate Your Success
Prove Credibility & Proficiency

CERTIFIED FACT: As the only globally recognized certification for internal auditors, becoming a Certified Internal Auditor (CIA) proves skill, value and understanding of the International Standards for the Professional Practice of Internal Auditing and how to apply them. When CIA follows your name, you earn more respect, promotions and money!

Improve your credibility and proficiency. Learn more.
www.theiia.org/CIA
## Publications Committee

To ensure that IIA publications meet high professional and technical standards consistent with The Institute’s leadership position in internal auditing and to promote the institute’s programmes, events and other offerings.

![K Vidyadaran](image1)

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## Social Media Committee

To promote IIA India through social media, providing it as a medium for members to communicate with the institute and its Leadership, while serving as a platform for interactive discussions and exchange of ideas.

![Joly Joseph](image2)

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## Advocacy Committee

To provide guidance to The IIA in the implementation of its global advocacy strategy, supporting The IIA’s vision to advocate and promote the value of internal auditing.

![Sumant Chadha](image3)

---

## Membership Committee

To promote and facilitate the development and maintenance of a strategy that fosters good communication, collaboration and cooperation among IIA and professionals in the internal audit industry. To oversee Institute relations including the development and expansion of IIA membership base.

![Sidheshwar Bhalla](image4)

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## Training & Webinar Committee

To advise and support the professional staff of IIA in providing world class educational opportunities to the membership, including seminars, conferences and e-learning. Also provides thought leadership and other support for any other educational modes including regional conferences, publications, webinars and the CIA Learning System.

![Manoj Agarwal](image5)

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### Meet the new IIA Committees 2019-20

#### Audit Committee

To provide assistance to the executive committee and council members in fulfillment of their oversight responsibilities for the institute’s financial reporting process, system of internal control and the audit process; to recommend a firm of certified public accountants to audit and report upon the financial statements of the institute for each fiscal year; to oversee the institute’s internal audit program; and to provide oversight of practices designed to ensure compliance with legal, risk management, and regulatory requirements.

![K Vidyadaran](image6)

![Sumant Chadha](image7)

![S Bhaskar](image8)
The world is changing at a breakneck speed and Digital is a major game-changer driving business transformation across the globe. Disruptions ranging from hyperautomation to human augmentation are taking the world by storm and redefining the way companies operate. Instead of resisting this digital evolution, companies need to embrace it, thus making way for optimizing the benefits of disruption.

Disruption is more than a technology story and can be turned from a threat to an opportunity. It is a cycle where technology innovation spawns changes in the market and competitive dynamics and vice versa. Digital Transformation is a key theme in helping this journey of disruption into growth opportunity. Digital Transformation Global Spending is spiralling upwards and will double by 2022. (Source: Global Digital Pulse Survey 2017) IT spending in India continues to be driven by digital business transformation initiatives from both private and public organizations.

To set the context, let us quickly talk about some of the commonly used terms in the Digital era:

- **Digitisation**: It’s is a process through which information in physical format is converted into its digital/electronic counterparts. It enables to create value out of meaningful data in some computer based systems or automated processes.
- **Digitalisation**: It’s the process of leveraging Digitisation to aid in the efficiency/improvement of business processes, obviously using computer aided software.
- **Digital Transformation**: It’s a process through which organisations use Digitisation and or various emerging technologies to transform the business processes to make them more efficient. However, when it comes to a digital transformation, it’s much more than IT and it largely involves processes, people and strategy. The key attribute of digital is ADOPTION and that is what makes the “people” attribute so important. Essentially it’s a combination of **Mindset, Culture, Clear Strategy** and **Technology** enablement leads to the desired results for transformation.

Based on some of the recent statistics, the global spending in digital transformation is going to double by 2022.

With the exponential increase in opportunities, the challenges are skyrocketing as well. To cope with and carve a strong foothold in this emerging digital environment, businesses need to think and do things
differently – which essentially means....

Reinventing yourself: Regardless of the industry, many organizations are looking to harness technology to drive business growth and transformation. While new organizations are born digital, many CIOs in organizations that are digital non-natives struggle to close the gap between traditional technology stacks and emerging digital capabilities—cloud, mobile, social, automation, cognitive, and more—that can enable streamlined processes, increase employee and customer engagement, and drive new business models.

As a very empirical approach to this transformation journey, we, at Mazars, have defined a 10 step Guide to Digital Transformation. This, however, varies across industries and based on the current digital maturity level of the organisation and will need to be tailored while doing the digital strategy and roadmap.

We have also tried to assess the seven **key measurable benefits** that organisations can expect from their digital investments:

- Improved decision making
- Enhanced client experience
- Improved efficiencies
- Increased agility and innovation in work culture
- Provides data-driven insights
- Provides accurate market segmentation
- Last but not the least, fosters a digital culture which allow the workforce to remain productive and engaged in the transformation without feeling overwhelmed or disconnected from the process.
The Institute of Internal Auditors, Delhi Chapter organized a day-long Conference on 18 October 2019 at Holiday Inn, Aero City, Delhi which focussed on how internal auditors can engage with stakeholders viz. the Audit Committees, Senior Business Leaders and the operational management across the Corporates and raise concerns proactively on strategy and operations, whilst being a conscience keeper. Themes focus was on enhancing value to the corporates & the audit professionals in both the public & private sectors.

The Conference had galaxy of 35 eloquent speakers/panellists representing from corporate, professional & regulatory bodies, spiritual association. They enlightened the delegates with their rich experience as they spoke on role of internal auditor as a strategic partner in areas including Digital, Legal, Tax, Risk, Functional Strategy. Impactful deliberations, point of views shared helped achieve the conference aim to build skills and capabilities amongst audit professionals to better leverage legal, technology and the risk management functions in order to make impactful contribution for business sustainability. Delegates heard from the business leaders across functions and the consultancy firms who highlighted how internal audit can partner with functions to provide constructive challenge, insights in strategy formulation as well as auditing their execution on the ground.

The Conference started with welcome address delivered by Mr. Sidheshwar Bhalla (President IIA Delhi Chapter) and the theme presented by Mr. Thiyagarajan Kumar (Senior VP IIA India). Amongst the distinguished speakers/panellists were Mr. Kiran Karnik (Padma Shri & Former Chairman – NASSCOM), Mr. J P S Chawla (Controller General of Accounts, MoF, DoE, GOI), Lt. Gen. J. S. Ahluwalia (President Institute of Directors), Mr. C J S Nanda (Central Council Member, ICAI), Mr. Kamlesh C. Varshney (Joint Secretary CBDT) and other Senior Leaders from Industry and Consulting firms including Avaya, GAIL, Maruti, VGUARD, OYO Rooms, EY, Protiviti, Mazars, PwC.

The Conference had a footfall of over 200 delegates who congratulated the Delhi Chapter Board of Governors for taking key initiatives including launch of Audit Clubs at Bhilai, Ludhiana and a path breaking initiative to launch Women’s Club. The felicitation of these Chapter Clubs was done by Mr. R. Rama Rao (President IIA India).

The delegates got the opportunity to hear words of wisdom from Shri. Amogh Lila Prabhu (Vice President ISKCON Dwarka) on gathering moral courage through spirituality. The conference ended with a vote of thanks from Mr. N G Shankar (Member Global IIA Professional Certification Board).
Meet the new Chapter Board of Governors 2019-20

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IIA INDIA NATIONAL CONFERENCE 2020
“AUDIT IN TUNE”
30 and 31 January 2020
Taj West End, Bengaluru

REGISTRATION INFORMATION

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Note: Group / Corporate registration is available. A discount of 5% is available for groups of 3 or more delegates and 10% for groups with 5 or more delegates. Please email iaindiaNC2020@gmail.com with details for invoicing purposes.

2019-20 Bangalore Chapter Office Bearers

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<td>72593 77275</td>
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<tr>
<td>Bhavani Jois</td>
<td>Vice President</td>
<td>98458 00277</td>
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<tr>
<td>Krishnan Venugopal</td>
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<td>98450 01620</td>
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<tr>
<td>Ramprakash Shankara</td>
<td>Treasurer</td>
<td>99862 28218</td>
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On 4th July, the IIA Bangalore Chapter in conjunction with Dow Jones hosted a round table on the topic “Third Party Risk Management” at the Hyatt Centric Bengaluru. The event featured a short presentation by Dow Jones’s Global Director of Due Diligence Services, Gavin Proudley, who shared his in-depth and extensive experience on some of the challenges organisations face in tackling third party risk management and he offered some useful and practical actions which was very well received. This was followed by a panel discussion hosted by the Chapter President, Joly Joseph. Other panelists included Gavin Proudley, Yogesh Goel, Vice President of Integrity and Compliance of Infosys and Rajiv Gupta, Chief Internal Auditor of Diageo India. The panel discussion was extremely interactive with each panelist sharing perspectives from their respective sectors. This event offered a suitable forum for Heads of Audit, Heads of Risk and Heads of Compliance, to interact and share experiences on this topic and learn from each other.

IIA Bombay chapter organised a round table on “Anti-Corruption and Third Party Risk Management, together with Dow Jones on 2nd July 2019. The round table covered the today’s rapidly evolving legislative landscape, the need to fully understand the risks posed by a company’s third-party universe. Eminent speakers discussed that just implementing a code of conduct is not enough. The ability to demonstrate adequate process across a rapidly evolving legal landscape (e.g. Prevention of Corruption Act (PCA), FCPA, UK Bribery Act, etc) can be a challenging proposition. In Indian environment, Indian government is tightening its policies, especially with the recent amendments to PCA earlier this year which is similar to FCPA and Uk Bribery Act.

Companies globally have a need to strengthen their third-party risk programs by mitigating risks around these and other reputational concerns. These companies need support in getting the right data and platform to improve efficiency, create audit trails and deliver a consistent workflow. There are a number of high-profile enforcement have been brought against Indian-based multinational companies, resulting in hefty fines and other punishments.

Speakers included Gavin Proudley, Global Director, Due Diligence at Dow Jones, V. Swaminathan, Chief Audit and Assurance at Godrej Industries and Mahalakshmi Ravisankar, General Manager, Legal at WNS. A panel discussion on third party risk is moderated by Manoj Agarwal, President, IIA Bombay Chapter where delegates have participated eagerly to make in lively, interactive and interesting. The event was attended by over 30 senior delegates from industries.
In mid-September, a respected faculty from the IIA Bangalore Chapter comprising of Viswanadh Kuchi, Seethalakshmi M, Krishnan Venugopal and Bhavani Jois delivered a well-received two-day training session on Enterprise Risk Management. The session entitled “Enterprise Risk Management: A Driver For Organizational Success” unpacked the theory behind ERM with group activities and real-world scenarios to illustrate the concepts of risk management.

It provided the participants a forum for interactive idea and experience sharing and learning. Companies such as Coca Cole, ABinbev, Accenture, Dupont, Radico Khaitan and many more were represented, enabling a good exchange of global best practices. The training received very positive feedback from all participants.

UPCOMING EVENTS AT A GLANCE

28th November 2019
IIA Bangalore presents the Chief Audit Executive (CAE) roundtable at Bangalore.

21st November 2019
IIA Bombay and Riskpro India event at Mumbai. Topic is Internal Auditors & Risk Managers – Unfortunate scapegoats for unscrupulous stakeholders

16th November 2019
IIA Madras presents a one day seminar on Fintech – Opportunities and Challenges in Financial Services sector.
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<td>Manager Internal Audit</td>
<td>EMR Placements</td>
<td>4-6 yrs</td>
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<td>Assistant Manager Internal Audit</td>
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<td>4-7 yrs</td>
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<td>Sr.Audit Manager</td>
<td>Standard Chartered Bank</td>
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<td>Manager - Compliance and Taxation</td>
<td>Space Matrix Design Consultants Pvt Ltd</td>
<td>3-7 yrs</td>
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<td>Audit Manager</td>
<td>Randstad India Ltd</td>
<td>5-8 yrs</td>
<td>Chennai</td>
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<td>Shiksha Financial Services India Pvt Ltd</td>
<td>1-5 yrs</td>
<td>Chennai</td>
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<td>Delloite</td>
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<td>Jalandar</td>
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<td>Officer - Internal Audit</td>
<td>Finolex Cables Ltd</td>
<td>2-7 yrs</td>
<td>Kochi</td>
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<td>Audit Analyst</td>
<td>Capgemini Technology Services India Ltd</td>
<td>2-4 yrs</td>
<td>Kolkata</td>
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<td>3-7 yrs</td>
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<td>Topgear Consultants</td>
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<td>One March India</td>
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<td>Chartered Accountant</td>
<td>PWC</td>
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<td>FRACTAL ANALYTICS PVT. LTD</td>
<td>7-11 yrs</td>
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<td>Manager IA</td>
<td>Barclays</td>
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<td>Noida</td>
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<td>Manager / Sr. Manager Risk and Compliance</td>
<td>Golden Opportunities</td>
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<td>Pune</td>
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<td>WSNE Consulting Pvt Ltd</td>
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<td>Trivandrum, Bengaluru, Gurgaon</td>
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