CONNECT

bakertilly ASA | 35 YEARS

You were never taught this.

Quarterly Newsletter of Baker Tilly ASA

Volume 35 | Issue 3 | July - September 2026



You were never taught this, but work taught you anyway..

Nobody tells you what to do when you don't know what to do.

Not in college. Not in your first job. And certainly not when everyone in the room is looking at you for an answer. Yet, somehow, you learn to handle the moment, find your voice and figure things out. That's the education work gives you - one unexpected lesson at a time.

Think of Steve Jobs, who discovered that seemingly unrelated experiences could later connect to shape his vision for Apple. Or Indra Nooyi, whose leadership journey demonstrated that understanding people can matter as much as understanding numbers. Their stories remind us that careers are rarely built on qualifications alone; they are shaped by experiences that challenge how we think, respond and grow.

For most of us, those lessons are far more ordinary -but no less powerful. A mistake teaches you to check twice. A demanding deadline teaches you to prioritise. A manager's feedback teaches you to see beyond your own perspective. A colleague's support teaches you the value of teamwork. And being trusted before you feel ready teaches you to become ready.

Perhaps that is the real beauty of professional life: every challenge carries a lesson, every experience adds a new perspective, and every interaction offers an opportunity to grow. As you turn these pages, you may recognise a little of your own journey in someone else's story.

Because the most important lessons of work are often the ones nobody puts on the syllabus - but the ones that stay with us long after the working day ends.



A WORD FROM OUR MANAGING PARTNER

A line from the Rig Veda: आ नो भद्राः क्रतवो यन्तु विश्वतः (let noble thoughts come to us from every direction). Our understanding deepens when we remain open to perspectives beyond our own. Jayanth discovered the value of asking questions, Kashish found patient guidance, and Anna witnessed kindness by the sea.

And imbibing this translates into great teamwork, building joint strategies, focused implementation and creating an honest feedback loop. A great leader focuses steadfastly on these pillars. Good results are then a natural outcome.

We see the value of different viewpoints in everyday conversations and activities. At INSOL Singapore, Himanshu exchanged ideas with restructuring colleagues. Ashwath and Shraddha heard exporters' concerns at the Bangalore Baithak, while our 35-year celebration in Chennai brought fresh perspectives from clients, not to forget the palpable warmth all around!

Learning also happens in ordinary moments and celebrations. We had quite a few - from Ganesh Chaturthi, Onam, outings and safety sessions. Most joyful was seeing home-cooked meals shared between colleagues. That truly captured the BT ASA family spirit.

Delighted to finally meet another backbencher, who is equally disenchanted with coffee. More to discover when we next sit together, somewhere peacefully at the back.

To sum up, I quote Smariddhi Jain: You don't need to know everything. Just be willing to listen and learn.

Ajay Sethi

Ajay Sethi

CFO Story Club Conference – New Delhi

Subroto Bose joined the CFO Story Club Conference in New Delhi, where he spoke on "How CFOs Rethink Fundamentals & Shape Strategy," sharing insights on balancing capital discipline, strategic decision-making, governance, and long-term business growth in a dynamic environment.





National Conference on Reimagining Internal Audit

Bhushan Sharma was invited as a speaker at the National Conference on "Reimagining Internal Audit: From Assurance to Strategic Value," organised by the Internal Audit Standards Board (IASB) of ICAI and hosted by Western India Regional Council (WIRC) of the ICAI.



Air Liquide COMEX Breakfast Roundtable

Ajay Sethi participated in the Air Liquide COMEX Breakfast Roundtable, co-hosted by IFCCI and Air Liquide India during Emilie Mouren-Renouard's visit to India, discussing growth priorities and investment opportunities across energy, infrastructure, talent, technology, and policy implementation.



Finance Leadership Retreat 2026 – Goa

Vinay K S, Rachit Shukla and Darpit Kanadia participated in the Finance Leadership Retreat 2026 in Goa, sharing insights on the future of finance and business leadership. Darpit also joined a panel on AI's impact on leadership, capital allocation, risk, and the evolving role of the CFO.

The Bangalore Baithak – Tax & FEMA Compliance for Exporters

Ashwath Pai and Shraddha Bagadi spoke at The Bangalore Baithak, organized by PayGlocal for The Borderless Collective, sharing practical insights on tax and FEMA compliance to help exporters navigate cross-border regulations and global expansion.



TECHNICAL EVENTS



Train the Trainers Session on Non-Corporate Entities

Parveen Kumar was invited to speak at a Train the Trainers session on the accounting and auditing of non-corporate entities, sharing practical insights on key accounting, audit, and compliance challenges relating to trusts, partnerships, LLPs, and autonomous bodies.



INSOL International Singapore Seminar

Himanshu Srivastava attended the INSOL International Singapore Seminar during Singapore Convention Week, engaging with restructuring and insolvency professionals from across the Baker Tilly network. The event highlighted the importance of cross-border collaboration in delivering effective restructuring and turnaround solutions.



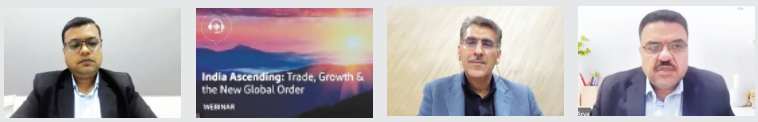
Industry–Academia Collaboration

Gaurav Kaushal joined Dr. Kamal Chhabra, Founder & CEO of KC GlobEd and GCC SCHOOL, to strengthen industry–academia collaboration. The interaction celebrated professional education, knowledge sharing, and the shared commitment to developing future-ready finance professionals.



Webinar on FAST-DS 2026: Foreign Asset Disclosure.

Baker Tilly ASA India hosted a webinar on FAST-DS 2026: Foreign Asset Disclosure, featuring Pankaj Aneja, Ashwath Pai and Harshit Mehta. The session covered eligibility criteria, the disclosure process, applicable costs and key considerations for taxpayers seeking to address eligible past non-disclosures of foreign assets. https://www.bakertilly.in/events/fast-ds-2026-foreign-asset-disclosure

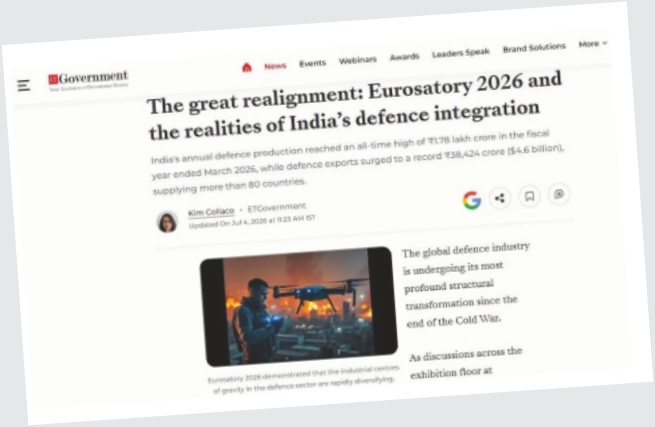


Webinar on India Ascending: Trade, Growth & the New Global Order

Baker Tilly ASA India hosted the webinar "India Ascending: Trade, Growth & the New Global Order," moderated by Rajiv Arya, with Gautam Khurana, Convenor (CII Delhi State Council & Managing Partner, India Law Offices LLP) and Manish Gupta, Senior Director (Finance & Accounts, Evren), as speakers. The discussion explored how geopolitical shifts, evolving trade dynamics and supply chain transformation are shaping business growth, investment strategies and India's expanding role in the global economy.

The Great Realignment: Eurosatory 2026 and the Realities of India's Defence Integration

In her article published in ET Government, Kim Collaco examines how Eurosatory 2026 reflects the global defence industry's shift towards co-development, resilient supply chains, and manufacturing diversification. The article highlights India's emergence as a strategic hub for defence manufacturing, engineering GCCs, and technology partnerships, while exploring key regulatory and operational considerations for global defence companies.


Government

News Events Webinars Awards Leaders Speak Brand Solutions More

The great realignment: Eurosatory 2026 and the realities of India's defence integration

India's annual defence production reached an all-time high of ₹1.78 lakh crore in the fiscal year ended March 2026, while defence exports surged to a record ₹38,424 crore ($4.6 billion), supplying more than 80 countries.

Kim Collaco · ETGovernment

The global defence industry is undergoing its most profound structural transformation since the end of the Cold War.

As discussions across the exhibition floor at

NNA Asia Interview on India–Japan Investment

Ajay Sethi spoke with NNA Asia on the growing interest of Japanese businesses in India, highlighting expanding investment from small and medium-sized enterprises, emerging sectoral opportunities, and the role of the firm's Japan Desk in supporting market entry and business expansion.


対印投資の波、中小企業にも

ベーカーティリー、進出を後押し

国際会計事務所でインドへの進出コンサルティングを手がけるベーカー・ティリーASAインディアのマネジング・パートナー、アジャイ・セティ氏はNNAとのオンラインインタビューで、日本企業の対インド投資への関心が大手企業から中小企業に広がっているとの認識を示した。同社は日本企業の案件を専門に取り扱うジャパンデスクを設置し、日系進出の誘致に力を入れている。セティ氏は、インドの巨大な内需を狙い、自動車メーカーのサプライヤーやヘルスケア関連の中小企業の進出が加速すると予測する。【聞き手・アトゥル・ランジャン／Atul Ranjan】

多岐にわたる。自動車業界関連の企業の合併・買収（M&A）案件や水処理分野のプロジェクト、半導体製造に使う超純水の合弁事業も協議中だ。物流会社の半導体関連事業でパートナー探しも手がけている。

日本企業がインドで工場を設立する際に必要となる許認可のすべてを取得できるよう支援もしている。

日本の対インド投資が拡大している、サプライチェーン（供給網）の多角化の動きが背景にあるのか。

要因の1つではあるが、主因を推進力ではない。インド最大の魅力は国内市場だ。インドが日本とのバ

NNAとのオンラインインタビューに応じるベーカー・ティリー

The Modern CFO Fashion Show - Hyderabad

Subroto Bose was invited as a speaker at the modern CFO fashion show in Hyderabad to join the panel discussion "The Final Walk: Where CFOs Choose Their Legacy." The conversation explored how a CFO's legacy extends beyond financial performance to leadership, values, decision-making and long-term organisational impact.



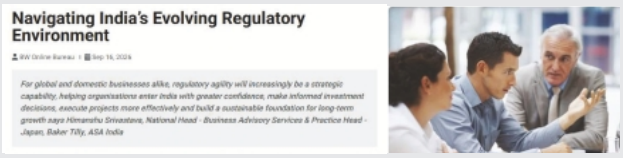


Knowledge Sharing Session on Tax & Financial Reporting

Baker Tilly ASA India hosted a Knowledge Sharing Session in Bengaluru, where Devalla Ramprasad, Vinay K S and Ashwath Pai of ASA shared perspectives on recent developments in Indian Transfer Pricing regulations, the Income Tax Act, 2025 and Union Budget 2026, and the implications of Ind AS 118.

BW Legal World Feature on India's Evolving Regulatory Environment

Himanshu Srivastava was featured in BW Legal World, sharing perspectives on how regulatory reforms, digitalisation and evolving investment policies are influencing India-entry and expansion strategies, and why regulatory agility is becoming increasingly important for sustainable business growth.

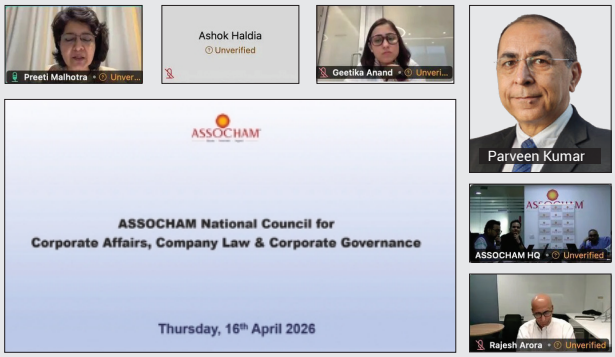

Navigating India's Evolving Regulatory Environment

BW Online Bureau | Sep 16, 2024

For global and domestic businesses alike, regulatory agility will increasingly be a strategic capability, helping organisations enter India with greater confidence, make informed investment decisions, execute projects more effectively and build a sustainable foundation for long-term growth says Himanshu Srivastava, National Head - Business Advisory Services & Practice Head - Japan, Baker Tilly, ASA India

ASSOCHAM National Council Appointment

Parveen Kumar was inducted into the ASSOCHAM National Council for Corporate Affairs, Company Law, and Corporate Governance, contributing to industry–regulator dialogue, sharing industry perspectives on emerging issues, and advancing knowledge exchange on corporate governance and regulatory developments.

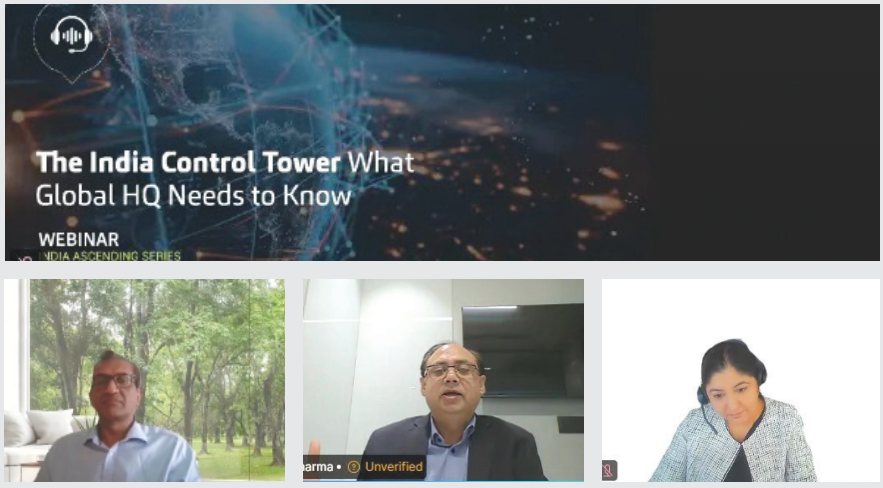




BBG Delhi Panel on Human-in-the-Loop AI

Gaurav Bhatia moderated a panel hosted by the British Business Group Delhi on "India at the Forefront: Human-in-the-Loop AI Augmenting Global Capability Growth," exploring responsible AI adoption, governance, talent development, and India's growing role in the global capability ecosystem.



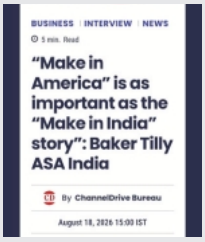


The India Control Tower: What Global HQ Needs to Know

Subroto Bose moderated Baker Tilly ASA India's webinar, "The India Control Tower: What Global HQ Needs to Know," featuring Dr. Deepak Sharma, Managing Director (SIG Global Services Private Limited), Deepika Arora, Country Manager (Rusta) and Sanjeev Agarwal, Head of Tax (Luxury car manufacturer, India). The discussion explored how global organisations can strengthen oversight of their India operations, align local and global reporting, and navigate evolving regulatory, governance, and compliance requirements.

Channel Drive Feature on the India–US Business Corridor

Rajiv Arya was featured in Channel Drive, sharing perspectives on the evolving India–US business corridor, the growing importance of "Make in America" alongside "Make in India," GCC growth, digital transformation, and the impact of AI on finance and advisory.





SMALL INITIATIVE, BIG IMPACT







Safety First – Learning to Stay Prepared

SC-Admin, Kochi organized an engaging Fire & Safety Awareness Session at the office, conducted by officers from the Club Road Fire Station, Ernakulam. The session combined practical demonstrations, real-life examples, and interactive learning to strengthen awareness of essential workplace safety practices. The training covered fire prevention, emergency response, and the correct use of fire extinguishers, along with practical demonstrations on CPR and first aid for choking. The officers' engaging and hands-on approach kept participants actively involved, making the session informative and memorable while reinforcing the importance of emergency preparedness.

World Environment Day Green Initiative



SC-Admin launched a Green Initiative focused on beautifying and expanding the existing office garden, including the development of a herbal garden. The initiative was inaugurated by Mr. P. N. Ramachandra Kamath and Mr. K. Nithyananda Kamath, who highlighted the importance of environmental conservation. With enthusiastic employee participation, the initiative marked a meaningful step towards a greener workplace and a more sustainable future.



A Taste of Home, Shared with Love

SC-Admin launched "A Taste of Home, Shared with Love", a monthly initiative bringing the warmth of homemade food to colleagues staying away from their families. Employees generously shared home-cooked meals, creating an atmosphere of warmth and togetherness. More than a meal-sharing initiative, it celebrated kindness, connection, and the spirit of one office family—reminding us that home can also be found in the people who make us feel cared for.

Stretch, Breathe & Rejuvenate – International Yoga Day

SC-Admin, Kochi organized a Yoga Day celebration featuring simple yoga asanas to promote physical wellness, mental relaxation, and a healthier lifestyle. Mr. P. N. Ramachandra Kamath and Mr. K. Nithyananda Kamath emphasized the importance of incorporating yoga into daily life, while Mrs. Vidya Sreedhar and Mrs. Rupa Rajive guided employees through the session. The enthusiastic participation reinforced a simple message: making time to pause, breathe, and recharge helps us live and work better.



The Best Thing I Initially Hated

When I started my articleship, one thing I initially found challenging was the amount of independence my manager gave me. There was very little micromanagement. As someone who was new to the work, I often felt unsure about what to do when a client raised a query or when a task hit a roadblock. At the time, it felt uncomfortable. Looking back, however, I realise it was exactly what I needed to grow. I had no choice but to figure things out.

Whenever I got stuck, I would take the time to understand the problem, look for answers and work my way towards a solution. More often than not, I was able to solve the issue on my own. Two years later, I realise that it was probably one of the best things that could have happened to me.

It taught me something no textbook could: I may not always know the answer, but I can trust myself to find one.

That mindset has completely changed the way I approach work today. When I encounter something unfamiliar, I no longer panic or immediately look for someone else to solve it for me. Instead, I stay calm, break the problem down, and focus on finding the next step.

What initially felt like being left to manage on my own was actually being given the space to become self-reliant. And that is probably the greatest thing my articleship has given me: not the confidence that I know everything, but the confidence that even when I don't, I can figure it out.



Suyash Goyan TAS [GGN]



Kindness Needs No Classroom

The salt air from the sea blew gently across the walkway at Fort Kochi, carrying the faint sound of the old wooden fishing nets. I was standing near the stone wall, watching an old man dressed in a clean white shirt and a simple mundu, his black umbrella resting beside him. The early morning sun was soft, filling the waterfront with a warm light.

I watched as he reached into a small cloth bag on his lap and scattered a handful of grain onto the ground. Right away, the quiet morning came alive with the soft flapping of the wings. Pigeons landed gracefully on his arms, sat on his shoulders, and gathered around his feet like old friends.

I pulled out my phone and captured the picture, thinking about my work prompt on "lessons you don't learn in school." He didn't pose for my camera or ask for any attention. He just kept feeding the birds, his hands moving with calm, gentle care.

Standing there, I realized he was sharing the very food he had managed to gather for himself - giving away what little he had to creatures that had even less. In that quiet moment by the sea, the real lesson hit me: kindness isn't a subject you study in a book or a skill you learn for a job. It is just a natural choice to care for.

I put my phone away, deeply moved by what I had seen. To many people passing by, he may have been just another stranger by the sea. But that morning, he reminded me that kindness has little to do with what we possess and everything to do with what we are willing to share.

Anna Thomas Accounts [KCH]



When Everything Feels Urgent

Riya started her first job excited to prove herself. One morning, she received five tasks at once—a client report, an urgent email, an Excel file, and two approaching deadlines. She tried to handle everything together but soon realised that nothing was getting completed properly.

Her colleague asked, "Which task has the biggest impact and the nearest deadline?"

Riya paused, reviewed all the tasks, prioritised them based on urgency and importance, and started working on them one by one. By the end of the day, she completed everything with much less stress.

Lesson Behind the Story:

Work taught me that productivity is not about doing everything at once. It is about knowing what deserves your attention first.

"Don't let someone else's urgency become your confusion."

College gave me deadlines. Work taught me how to manage them.

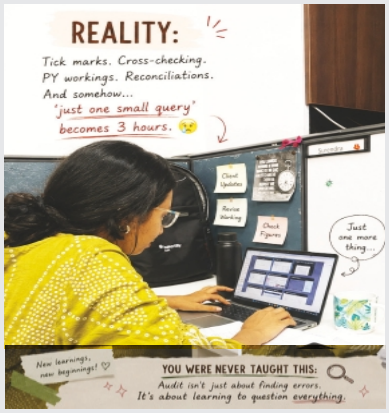
Dhanya Mari TAX [CHN]

Trust, But Verify

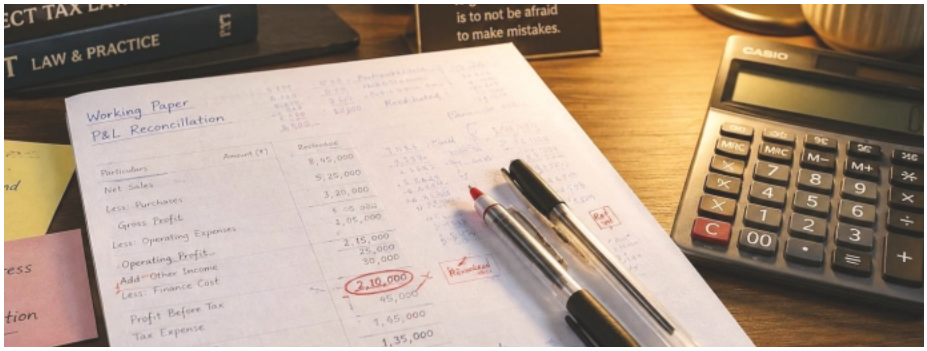
When I first stepped into assurance, I thought I knew what I was getting into. I expected to spend my days going through financial statements, understanding audit procedures and finding things that didn't add up. What I didn't expect was how much time one tiny difference could take.

A figure wouldn't match, so I'd trace it back. Then check the supporting document. Then compare it with the previous year. Then realise I had one more thing to check. Somewhere between the tick marks, reconciliations and endless cross-checking, I started understanding what assurance really meant. The biggest lesson wasn't about finding mistakes. It was learning not to accept something just because it looks right. To question, investigate and ask when I'm unsure. I wish someone had told me: sometimes the smallest number can teach you the biggest lesson.





Afreen Khan ASR [HYD]



You Don't Have to Know Everything

No one ever taught me that being new isn't something to be ashamed of.

College trained me to have answers, avoid mistakes, and always look prepared. I carried that mindset into the early days of my articleship: I wanted to look capable from day one, so I stayed quiet even when I had questions.

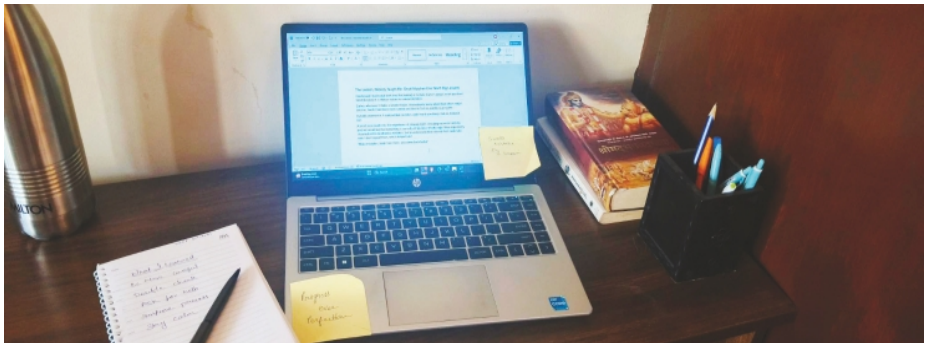
Then I made a mistake. A real one: the kind that makes your stomach drop the second you realize what you've done. I remember the heat in my face. The fear of, "What will they think of me now?" and the urge to disappear rather than explain myself.

But no one judged me. They taught me instead. My seniors sat with me. They showed me where I went wrong and how to fix it. Patiently. Without judgment.

That day, I learned something no classroom could teach: experience isn't built by avoiding mistakes. It is built by owning them, learning, and trying again.

I don't try to look experienced anymore. I just try to keep learning.

Smariddhi Jain TAX [DEL]



A Mistake Worth Remembering

One lesson I learned at work is that making a mistake does not mean you have failed. Mistakes are part of being human.

Earlier, whenever I made a small mistake, I immediately worried about how others might see me. I wish I had been more careful and tried to fix it as quickly as possible.

But with experience, I realized that mistakes could teach you things that no textbook can.

A small error taught me the importance of slowing down, checking my work carefully, and not assuming that something is correct just because it looks right. More importantly, I learned not to be afraid of mistakes, but to understand what caused them and make sure I don't repeat them, which helped a lot.

"Make mistakes, learn from them, and come back better".

Priyanka Agarwal, GOS [Kochi]



The Workplace I Feared, The Team I Found

Expectation: Toxic work culture, harsh scolding in front of everyone, no real learning - just survival.

Reality: A team that actually teaches you.

Before starting my articleship, a school senior shared how she was scolded by her manager in front of everyone, just for not knowing a task she'd never been taught. That story stayed with me. So when I packed my bags and moved far from home to start my own articleship, I wasn't just nervous - I was scared. "*Kya yahan bhi mujhe sikhne ko nahi milega? Would I be judged the same way?*"

But reality surprised me. My managers and colleagues here don't just assign tasks — they explain the "why" behind them, patiently, without judgment. I realised the loudest stories aren't always the most common ones. Sometimes, you just get lucky with good people.

Kashish Jat ASR [PUN]



The Lessons Between the Lines

A mistake that taught you

Staying silent when I was confused.

I used to spend hours trying to figure things out on my own because in the curiosity to understand things on my own. Later, I realised that one honest question can save hours of confusion and help you grow much faster.

-Advice that changed the way you work

"Understand the root causes of audit observations from both the auditor's perspective and management's perspective."

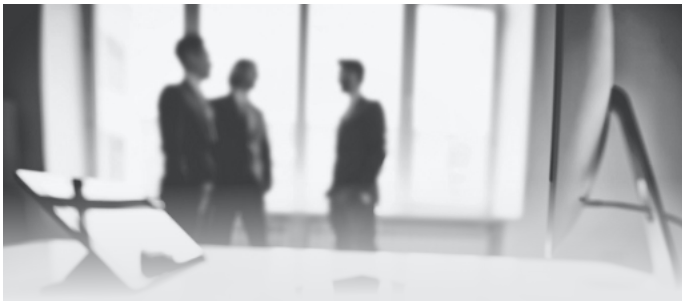
That advice completely changed my approach. Instead of simply checking documents, numbers or processes because they were part of the assignment, I started questioning myself "Why and how did this happen? Which areas might have been affected? It made me more curious and ultimately better at my work…

-An experience that shaped your journey

My first review with my manager. I walked into the review worried about everything that could go wrong. I walked out realising that the questions, corrections and guidance made me look into a work in a different perspective and broad thinking. Today, I don't see a review as someone finding faults in my work. I see it as someone helping me find the gaps in myself.



Jayanth Kumar RAS [CHN]



The Making of a Professional

When I joined Baker Tilly ASA as a fresher in March, with knowledge gained mainly from books, I was overwhelmed by the range of audit procedures and the level of judgment involved, pertaining to an individual entity's audit.

But my reporting manager, Satya Krishna, understanding what I lacked, provided an impactful insight on 14th of April at 6.30 pm that, "Everything from an enlarged aggregate view appears to be cluttered and difficult for any further movement. Despite this, we need to continue making small efforts, clinging to every possible point which pushes us towards completion of assignment."

A proverb I had known for a long time, but truly understood only after joining ASA and being surrounded by colleagues who helped me appreciate its meaning in the truest sense.

Cognitive flexibility is an essential skill not only for professional success but also for leading a balanced, healthy, and fulfilling life. I take this opportunity to express my heartfelt gratitude to ASA and its wonderful team for providing an environment that encourages me to challenge my perspectives, embrace change, learn continuously, and grow beyond my comfort zone. Thank you, ASA, for being the platform where every step becomes an opportunity to learn, adapt, and evolve.

"The poem 'Truth (Insight) by Truth (Satya)" is an attempt to capture this whole journey of learning into a beautiful introspective piece of art.

" Do we not complicate to compensate?
rather than to comprehend and concentrate.
Initiate to investigate , so as to instigate
iterate the issue, which irritates
Incarnate the solution and levitate.
If not perceive aggregate as intricate,
To procrastinate is love but results in hate
possible closure mitigates the decided date
resulting retreat is restricted rate
of trust endowed as we hit the gate.
Thus numbed oneself, fallen to bait
stuck over struggle is comfort we chase. "

Nitin Kumar N ASR [BLR]

The Lessons No Manual Teaches

No one hands you a manual for this. As a CA article, I learned early that professionalism isn't taught - it's assumed from day one. Walking into my first client meeting, I didn't feel like a CA. I lacked half the knowledge the room expected. But I learned to carry the confidence of one anyway - to prepare relentlessly, present my best, and let competence catch up with the role I was playing.

The bigger lesson came later: unsaid expectations separate you from the rest. One of my managers believed in me even before I had fully proven myself. That trust inspired me to take initiative, step up proactively, and go beyond expectations - not because I was asked to, but because I wanted to live up to the confidence they had placed in me. Late nights and weekend work became routine, but they never felt like sacrifices; they felt like opportunities to take on greater responsibility.

That's the unwritten rule: you don't wait to be ready. You show up ready, and the readiness follows.





Sneha Garg RAS [GGN]



Dhanushkodi : A Morning to Treasure

Dhanushkodi was more than just a destination; it was a collection of moments that became precious because I experienced them with my son. Sometimes, it's not the beauty of a place that stays with us, but the memories we create with the ones who matter most. We left early in the morning, when Rameswaram was still quiet and the roads were almost empty. My son was full of excitement, asking how far we had to go and whether we would reach the sea before sunrise. I smiled at his questions, secretly wishing I could hold on to that innocent excitement forever.

As we drove towards Dhanushkodi, the landscape slowly changed. The road stretched between the sea and the sand, with the cool breeze filling the car. When we finally reached the shore, the sky was still pale and the sea was calm.

We stood together watching the horizon. Slowly, the darkness turned into soft shades of orange and gold. When the sun finally appeared, my son looked at me with a smile that said everything. We took a few photographs, walked along the beach and talked about little things.

While returning, I looked at him sitting quietly beside me. I realised how quickly children grow and how moments like this quietly become memories. Dhanushkodi gave us a beautiful sunrise, but what I brought home was something far more precious: a memory of a morning spent with my son, which I know I will treasure for the rest of my life.

Spoorthy H J Admin [BLR]

Chasing Sunsets in Australia

Some journeys stay in your memory forever, not because of where you went, but because of how they made you feel.

My trip to Australia was one of those unforgettable experiences. From the moment I arrived, I was captivated by the country's stunning beauty, peaceful beaches, sparkling blue waters, and breathtaking sunsets. Every day felt like a new adventure, whether I was exploring vibrant cities or enjoying the serenity of nature.

The diverse food added another layer of excitement, offering incredible flavors at every stop. The highlight of my journey was watching a live cricket match, surrounded by passionate fans and an electric atmosphere.

Australia wasn't just a destination, it was a collection of memories I will cherish forever.



Poojitha M H ABS [BLR]



The Secret Lake Escape

We Came. We Climbed. We Caught the Sunrise! Bose peak conquered.

Some trips begin with a plan. Ours began with sleepy faces, freezing air, and one simple mission: to catch the sunrise from Bose Peak at Kolukkumalai!

We started our journey while the rest of the world was still asleep. Then came the famous jeep ride, which was less of a drive and more of a full-body massage we definitely didn't ask for! With every bump, sleep disappeared, and with every turn, we climbed a little closer to the clouds.

Finally, we made it to the top. Cold hands, messy hair, sleepy eyes... and suddenly, the sky started doing its magic. The darkness slowly faded into beautiful shades of pink, orange and gold. Mountains appeared through the mist, one behind another, and then came the moment we had been waiting for: the sun slowly rising above the hills.

For a while, we forgot about the early wake-up, the cold and the crazy jeep ride. It was just us, endless mountains, lots of laughter, too many photos and one beautiful sunrise worth remembering.

Was the road smooth? Not even close.

Was waking up easy? Definitely not.

Was the view worth all the madness? Every single second!

Sleep sacrificed. Bumps survived. Sunrise witnessed.

Kolukkumalai mission officially accomplished!

Anna Thomas Accounts [KCH]

LET THE GAMES BEGIN!



Jersey Day – Celebrating the Spirit of Sports

SC-RC organized Jersey Day across the Bengaluru and Kochi offices, inviting colleagues to proudly wear the colours of their favourite sports teams and celebrate the passion for sports. The workplaces came alive with vibrant jerseys, enthusiastic participation, and a strong sense of team spirit.



Evening Snacks & Games – Vada Pav Treat

SC-RC Delhi/Gurgaon organized a delightful Evening Snacks & Games session, treating colleagues to everyone's favourite Vada Pav after a busy workday. The gathering brought the team together over delicious snacks, creating a relaxed and cheerful atmosphere.



National Sports Day – Badminton Tournament

SC-RC Delhi/Gurgaon organized an exciting Badminton Tournament to celebrate National Sports Day, encouraging colleagues to embrace fitness, teamwork, and healthy competition. The tournament witnessed enthusiastic participation, with players showcasing impressive skills, determination, and exceptional sportsmanship on the court.

Pan-India Online Gaming – Connecting Through Fun

SC-RC organized another exciting Pan-India Online Gaming Session, bringing colleagues from across the country together for an hour of fun, laughter, and friendly competition. Building on the success of the previous edition, the session featured engaging games, quirky challenges, and lively interactions that kept everyone entertained.



Celebrating Baker Tilly ASA India’s 35-Year Journey in Chennai

As we continue to mark 35 years of Baker Tilly ASA India, our Chennai gathering brought together clients and colleagues for an evening of meaningful conversations and connections. The occasion celebrated the relationships that have been an important part of our journey and the values that continue to guide us: Intent. Trust. Continuity.







Ganesh Chaturthi – Celebrating Faith, Culture & Togetherness

The spirit of Ganesh Chaturthi came alive at the Delhi, Gurgaon, Bengaluru, and Chennai offices as colleagues gathered to welcome Lord Ganesha and seek blessings for wisdom, prosperity, and new beginnings. Dressed in traditional attire, employees participated in the pooja, enjoyed creative festive activities, and savoured the sweetness of delicious modaks. The celebrations beautifully blended devotion with cultural traditions, filling the workplace with positivity, festive cheer, and shared moments of happiness.



Janmashtami Celebration

SC-RC Delhi/Gurgaon organized a vibrant Janmashtami celebration, bringing colleagues together through a clay modelling competition and an engaging Krishna Quiz. Participants showcased their creativity by crafting beautiful clay creations, while the quiz tested their knowledge of Lord Krishna's life, teachings, and Janmashtami traditions.



Onam – Celebrating Kerala's Rich Traditions (Kochi)

SC-RC Kochi organized a vibrant Onam celebration, bringing colleagues together to embrace the rich cultural heritage and traditions of Kerala. Dressed in elegant traditional attire, employees celebrated the festival with enthusiasm, joy, and a strong sense of togetherness.

The celebration reflected the values of prosperity, unity, and gratitude, creating a festive atmosphere filled with warmth, cultural pride, and memorable moments. It was a wonderful occasion that strengthened team bonds while honouring one of Kerala's most cherished festivals.

Raksha Bandhan – Celebrating Bonds of Togetherness

SC-RC Hyderabad marked Raksha Bandhan with a joyful gathering that celebrated the bonds of trust, affection, and mutual respect, creating an atmosphere of warmth and strengthening the spirit of camaraderie among colleagues.





Independence Day – Celebrating Unity in Diversity

SC-RC celebrated Independence Day with enthusiasm and patriotic pride across all locations, bringing colleagues together to honour India's freedom, rich heritage, and unity. Employees embraced the tricolour theme through traditional attire, reflecting the nation's vibrant cultural diversity and shared national identity.







The celebrations featured inspiring addresses, informative sessions on India's journey to independence, tricolour dress competitions, kite flying competitions, patriotic-themed games, karaoke, Housie/Tambola, fun challenges, and engaging team activities that fostered creativity, teamwork, and healthy competition. Festive refreshments, sweets, and enthusiastic participation added to the celebratory atmosphere, making the occasion a memorable tribute to unity, patriotism, and togetherness across the ASA family.



FUN ‘N’ FROLIC



Team Outings & Quarterly Celebrations – Beyond the Workplace

SC-RC brought colleagues together across Delhi/Gurgaon, Chennai, and Bengaluru through vibrant quarterly celebrations and team outings. Delhi/Gurgaon enjoyed an evening filled with music, delicious food, and lively conversations, while Chennai headed to Esthell Village Resort for an action-packed day featuring tug-of-war, pot breaking, rain dance, swimming, and indoor and outdoor games. In Bengaluru, the Assurance and ABS teams enjoyed recreational outings in refreshing outdoor settings, creating opportunities to unwind and connect beyond their everyday work routines.





Meanwhile, SC-RC Mumbai embraced adventure with a trek to Kondane Caves in Karjat, surrounded by lush greenery, scenic trails, waterfalls, and breathtaking views. From energetic games and shared laughter to outdoor exploration and relaxed conversations, each gathering offered a refreshing change of pace and strengthened relationships across teams. Together, these experiences celebrated the value of stepping away from work, reconnecting with colleagues, and building memories that make the workplace feel more like a community.



FUN 'N' FROLIC

CA Day – Celebrating the Pride of the Profession

SC-RC organized CA Day celebrations across the Delhi, Gurgaon, Bengaluru, Kochi, Hyderabad, and Pune offices, bringing colleagues together to honour the dedication, excellence, and commitment that define the Chartered Accountancy profession. Chartered Accountants, CA aspirants, Articles, and team members celebrated the occasion with pride, reflecting on the values of integrity, learning, and professional excellence.







CELEBRATION GALORE





Rahul Weds Devika, ABS [KCH]

If your friends - not your colleagues - were asked to introduce you, what would they reveal first?

"Backbencher!" - Apparently, the professional Kiran came much later

If your life had a "Most Frequently Used Phrase" award, what would win?

"Damn!" - Short, versatile and applicable to almost every situation.

What's one small luxury you will always make time for, no matter how busy life gets?

Reading novels - especially legal thrillers by John Grisham. Deadlines may wait; a good plot won't.

What is one habit you have that makes complete sense to you but absolutely no sense to anyone else?

Not answering my friends' calls - and then calling them back later as if nothing happened.

If you could permanently ban one thing from the corporate world, what would it be?

Formal attire. Some things are better suited for boardrooms than for human beings.

If Kiran had a personal disclaimer, what would it say?

"Does not open up quickly. Please be patient while the trust-building process is underway."

Which habit of yours surprises people the most at work?

Staying the calmest person in the most stressful situations.

What's one thing you can spot within five minutes at work that others may take five meetings to notice?

Mistakes. Consider me the human error-detection software.

If AI becomes your colleague tomorrow, what task would you happily hand over - and what task would you never trust it with?

Hand over presentations; never trust it with emails. Slides can be automated - my emails need supervision!

What's one decision you make purely with your heart, despite being trained to look at everything analytically?

Helping people in need - especially children living or working on the streets. The CA in me may question where the money will end up, but the human in me still wants to help.

Rapid Fire

- **If you had to delete one forever: Excel, PowerPoint or Outlook?**
  PowerPoint
- **Holiday without Wi-Fi or Monday without coffee?**
  Holiday with Wi-Fi. I don't drink coffee, so this one is easy.
- **Read a 500-page book or sit through a 5-hour meeting?**
  The 500-page book. At least the book has a plot.
- **Perfectly planned trip or beautifully unplanned trip?**
  Perfectly planned. I don't do well with surprises—especially while traveling.
- **One extra hour every morning or one extra day every weekend?**
  One extra day every weekend. No contest.
- **Phone at 5% battery or laptop at 5% battery?**
  Laptop at 5%. Phone at 5% is a genuine emergency.
- **Perfect it or finish it?**
  Perfect it. If it's worth doing, it's worth getting right.
- **Mountains or beaches?**
  Beaches. I grew up around them—so this one was never in doubt.
- **CA brain or traveller's heart?**
  CA brain. I'm an avid reader, not an avid traveller.
- **Analyse everything or just go with the flow?**
  Analyse everything. The mistakes won't find themselves.



In conversation with
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