

2022-2023

ICC Annual Report

A Year in Review





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Building Community



Letter from Co-Presidents

To everyone (our members, mentors, partner firms, and everyone in between):

On behalf of the ICC team, we'd like to express our appreciation for your unwavering support and dedication to our mission: to establish a community of like-minded individuals navigating the world of consulting. Each and every one of you have been instrumental in helping the club bounce back from three years of Zoom info sessions and awkward virtual events. It is from the bottom of our hearts that we say to you today: we couldn't have come this far without you.

The **2022-2023 school year** emerged as the first fully in-person year for ICC since the pandemic began. The unprecedented circumstances of COVID-19 developed threats to social interaction and energy amongst remote connections. Coming back after the pandemic brought new challenges which we had never faced before, including planning the club's first firm trip to Toronto since 2020, figuring out how to find event space in the ever-crowded Ivey building and developing ways to increase the productivity, engagement and well-being amongst our members. We had to find creative strategies (shoutout to Darren's vacuum cleaner) and deep dig within ourselves to make things work. But it did, and we're convinced it has little to do with what we brought to the table as Co-Presidents, and everything to do with the people we worked with.

The community we've built through ICC and all the accomplishments in this report would not have been possible without our little family. As Co-Presidents, we were lucky to have Rohan, Karina, David, Zane, Frank, and Prerna on the team. It was truly our lucky year. We motivated one another through our collective vision, worked in tandem to deliver event after event, and most importantly, we supported each other when things got tough. Each portfolio lead was successful in helping students explore, understand, and ease into consulting recruiting by contributing their experiences, graciously volunteering their time, and giving them tactical skills and resources needed to succeed. A well-deserved thank you goes out to our exec team for giving their all to ICC and our growing community.

As we reflect on the past year, we are reminded of the incredible impact that this club can have. Our tenure marks the largest registration number in ICC's history, exceptional growth in attendance figures, and the establishment of numerous new events and partnerships. We are grateful for the trust that you have placed in us and for the opportunity to serve the Ivey consulting community.

Finally, we'd like to extend our sincerest Thank-You's to the following:

- We extend our gratitude to our **partner firms** for their belief in ICC's value, generous contributions to our resources, collaboration in hosting events, and for being a pleasure to work with.
- We express our appreciation to the many **panelists and speakers** who generously shared their time, encouragement, and valuable insights.
- Our heartfelt thanks go to our **mentors**, who have dedicated countless hours to supporting us through chats, mock sessions, pep talks, and event assistance.
- We are grateful to **Ivey's Career Management** for consistently being a dependable resource we can rely on.
- Once again, we want to acknowledge **our Executive Team** for making us incredibly fortunate Co-Presidents. Working alongside you has been the highlight of our year.
- Lastly, we express our deep appreciation to **our members**, as you are the driving force that makes everything happen. You are the reason we spent late nights and countless hours planning events. Your energy, positivity, engagement, and feedback have meant everything to us.

We hope you enjoy reading this report to capture a glimpse of our journey and accomplishments this year. We cannot wait to see what the future holds for the Ivey Consulting Club.

Margo Neiles & Darren Tan
ICC Co-Presidents, 2022/2023

Meet the Team



Margo Neiles
Co-President



Darren Tan
Co-President



Prerna Balani
VP Finance



David Sprague
VP Partnerships & Alumni



Karina Arsenault
VP Mentorship



Frank Huang
VP Communications



Zane Shad
VP Operations



Rohan Kumar
VP Development





Our Mission

ICC helps students explore, understand, and ease into consulting recruiting by making the industry more accessible and approachable, while giving them the tactical skills and resources they need to succeed. This club caters to students of all backgrounds and levels of familiarity with business and consulting.

Our Vision

Ivey can be intimidating. People come from all walks of life and have varying levels of business knowledge and experience. Meeting peers who understand the ins and outs of an industry from Day One makes it easy to feel behind, especially when it comes to recruiting – which, let's admit it, can feel all-consuming and much too stressful at Ivey. It can dampen your outlook on what feels within the realm of reason for your own career possibilities. We know from personal experience that it is so important to have someone – or something – to make the recruiting process more accessible and approachable. And that's exactly what ICC is here for: to make sure no student self-selects themselves out before giving consulting a shot, if they are interested.

Our executive team all had different recruiting experiences, but we all agree that the support and encouragement we received from ICC played a key role in our success stories. Coming into our roles, our goal was to amplify and extend this support as we pay it forward. This year, we oriented our vision for ICC around three pillars: navigating accelerated timelines, new resources, and mental health.

The past couple years have seen a gradual yet systemic shift towards earlier recruiting timelines for Ivey students, as firms standardize timelines across an increasing number of target schools across Canada. Though valuable in the diversity of thought, experience, and intellect it fosters, the nature of Ivey's 2+2 HBA program inhibits students' ability to recruit successfully in this context. With this in mind, we launched a number of new initiatives this year, adding the Consulting Pulse Check summer event for pre-HBA1s, accelerating our own Mentorship programming and Development workshops, and increasing in-person engagement with partner firms. We look forward to some exciting new initiatives we have planned for next year!

In 2023, we added X number of new resources and completed a strategic refresh of ICC's resource base for all members. The highlight is our Casebook Navigator, the most complete and navigable database of consulting cases any of us have seen. We continue to deliver value to our members by complementing real-time event programming with resources that you can access anywhere, at any time. Resources remain a strategic area of focus for providing our members with the tactical skills and resources they need to succeed.

Anyone who has ever gone through a recruiting process at Ivey can tell you about the toll it takes on your mental health. This year, ICC made an explicit commitment to mental health programming in all our events and messaging, including a dedicated segment on managing mental health in our Mentorship Kick-off. We have received immense words of appreciation for the work we have done so far, but we also recognize that there is a long way to go and lots more to be done on this. Thank you for engaging with us this year, providing us with your helpful feedback, and being part of an amazing community.

How We Deliver

ICC's process involves *four fundamental aspects* in order to achieve its mission.



Development designed Bootcamps and Skill-Building workshops are specially curated to offer an in-depth exploration of the industry, case-interview preparation, mental math, and networking basics. We host live events to increase engagement, while accommodating student's flexibility by sharing recorded versions afterwards. .



Partnerships collaborate with 28 firms to arrange events that introduce students to firms, enhance their network, and ready them for recruitment.



Mentorship cultivates connections between experienced upperclassmen and HBA1s, HBA1s with their peers, and Executive members with members, all pivotal in fostering the ICC community. This is carried out by facilitating coffee chat's, networking discussions, and setting up scheduling platforms for mock-interview sessions. New this year, two mentor's were paired laterally with their mentee's to create small groupings, increasing accountability and direct lines of support.



Lastly, the member-exclusive Teams Page provides a wealth of resources and content to cover topics that may not be effectively conveyed through events. These four components, intertwined with efficient **operations and communication**, collectively drive ICC's mission

Membership

614

Total Members

327

Total New HBA1 Members

67

Mentors

196

Mentees



How We Performed

93

Average Event
Registration

12%

Increased
Membership

43%

of HBA1
Community

15

New Events

4x

Average Monthly
Partner Firm
Engagement

3x

Student
Outreach
Engagement

7

New Partner
Firms

475+

Facilitated Mock
Interviews

“

“ICC helped to make the recruitment process much more intuitive with their events and workshops. The network of mentors and HBA2s that the club connects you with is truly invaluable.”

“ICC transforms what is traditionally an intimidating and daunting recruiting process into an inclusive and supportive one where there is always help available and people you can be honest with and easily relate to.”

“Joining ICC was completely worth the membership fee as it offered incredibly helpful resources, super fun and engaging events, and new friendships with peers and mentors that I’ll carry through past the doors of Ivey!”

”

How Our Members Feel

Connection



learned about firms through ICC events or ICC firm briefs



said ICC connected students to people they wanted to network with

Resources



of members have checked out or used the Teams resource page

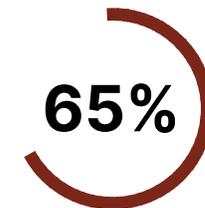


believe they were more equipped to tackle networking, applications, and/or case prep

Support



believe ICC has provided meaningful support this year

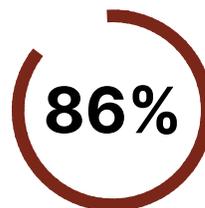


of students met and got to know other HBA1 students through ICC

Value



of students felt some sense of community and belonging through ICC



believe ICC made them feel less stressed about recruiting

Our Partner Firms

ICC had the privilege of working alongside 28 outstanding partner firms to introduce students to consulting. Firms hosted a breadth of virtual and in-person events, ranging from presentations, panels and networking sessions all the way to workshops and educationals. This year, we welcomed Coactuate, Cognizant, Isaac Operations and Roland Berger Chicago to our portfolio, and are grateful for the international expertise brought by all of our partners.

Since the inception of ICC's annual report, past and present executive teams have grown the partnership portfolio with a compound annual growth rate of over 10%. This statistic is a testament to the dedication of ICC's executive teams, the strength of our members, and the generosity of our partners. We look forward to future executive teams continuing ICC's tradition of excellence.

McKinsey
& Company

BAIN
& COMPANY

BCG

OliverWyman

KEARNEY

Monitor
Deloitte

accenture

ZS

Deloitte.

EY

KPMG

Scotiabank



Roland
Berger

cognizant

Jackman

LEVEL5
STRATEGY

SATOV

INVICTUS

HUGESSEN
CONSULTING

KONRAD

IBM

pwc

slalom

CAPCO

Willis
Towers
Watson



AVASCENT

Our Mentors



Natasha Boyd

McKinsey & Company



Kathryn Beri

EY - Business Consulting



Olivia Li

Cognizant



Alina Ramji

Boston Consulting Group



Declan Trueman

KPMG



Ali Fathollahi

KPMG - Customer & Digital



Serena Hou

Accenture Strategy



Benjamin Seeley

EY



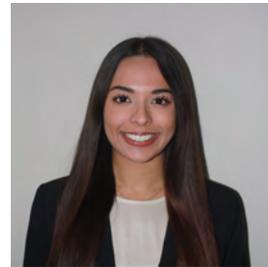
Julie Van

McKinsey & Company



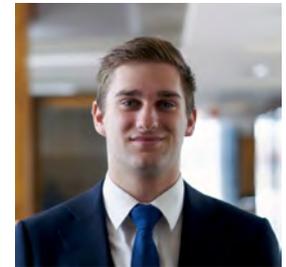
Michelangelo Perretta

EY - Technology Consulting



Rhea Dutta

SATOV



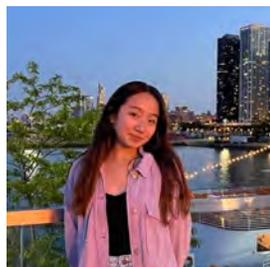
Ben Segal

Bain & Company



Logan Kieller

Boston Consulting Group



Flora Huang

ZS Associates



Francesca De Tommaso

Boston Consulting Group



Maclaren Forrest

McKinsey & Company

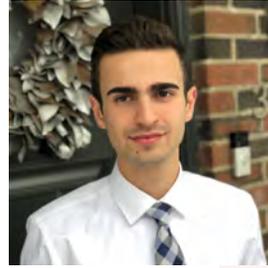
Our Mentors



Jordan Bloom
Cognizant



Aria Moghimi
Scotiabank



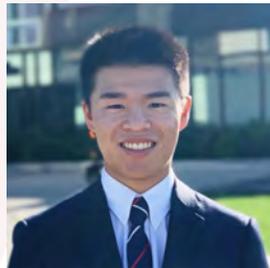
Adam Grisolia
ZS Associates



Sydney Barzakay
EY - Business
Consulting



Sean Langlois
Accenture - CDP



Channey Kim
Accenture - CDP



Bhumi Naik
Scotiabank Strategy



Sophia Wei
(Dual Degree)



Maharshi Desai
Company



Kelly Liu
Bain & Company



Elliot Lam
Boston Consulting
Group



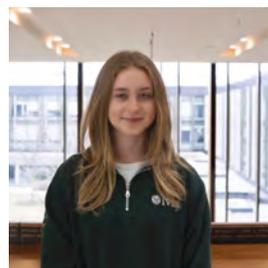
Lara Tabbara
Accenture - CDP



Michael Lee
(Dual Degree)



Robert Di Marco
Level 5 Strategy



Julia Groza
Deloitte



Justin Del Negro
Deloitte - Public
Sector
Transformation

Our Mentors



Josh Rainer Chua
Hugessen Consulting



Andy Chiang
Oliver Wyman



Lindy Lin
Deloitte



Mia Semeniuk
Monitor Deloitte



Sarah Zhang
ZS Associates



Cadan Woolstencroft
Wills Towers Watson (WTW)



Azul Goyat
Oliver Wyman



Boris Davidovic
KPMG



Adam Cook
Accenture Strategy



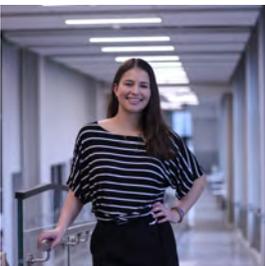
Jason Liu
Deloitte



Patrick Liu
McKinsey & Company



Rowena Shi
Accenture SDP



Natalya Whitla
Bain & Company



Iman Berry
Kearney



Cathy Zhang
Accenture - Strategy



Tahira Alarakhia
Strategy&

Our Mentors



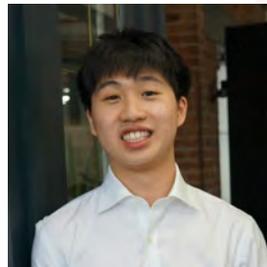
Samantha Lin

Boston Consulting Group



Allan Wu

Deloitte - Technology (SE)



Eddie Liang

KPMG - Customer & Digital



Kristen Nessim

SATOV



Nadine Damani

Accenture - CDP



Agnes Wen

Deloitte - M&A Advisory



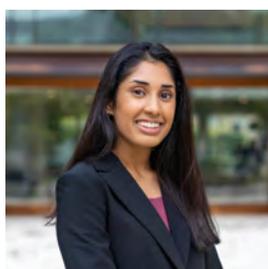
Annie Liu

Oliver Wyman



Aiza Asif

Kearney



Daya Gill

Accenture - CDP



Michael Samoilov

Mastercard Advisors - Business Experimentation



Ben Rosenhek

Accenture - CDP



Event Highlights

A Summer with ICC

ICC Full-Time Bootcamp



Our Team shared application tips, ran through the full-time recruiting process, and answered questions about general industry practices. Exec then conducted a live mock interview to give a sense of what an interview-ready case looks like. We wrapped up the day with dinner on ICC.

ICC Full-Time Consulting Panel

Great advice comes from those who've been through the process! Recently graduated HBA students shared their full-time recruiting experiences, gave valuable advice and guidance, and answered all our members' questions. Our four incredible panelists were:



- Iris Chen - Monest, Mckinsey
- Rahina Damji - Esplanade Ventures, Kearney
- Bailey Newton - Deloitte, Frate
- Ryan Cheng - KPMG, BCG

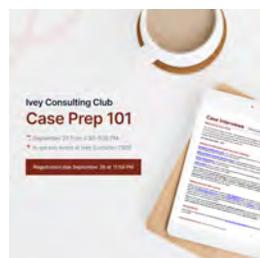
Internship Recruiting Events

Get Started with Consulting



At ICC's kick-off event of the HBA1 school year, we introduced our newest members to what ICC is and what we do, shared how to best utilize the many resources that we offer, outlined what to expect for the school year, and gave some ideas of how to start setting up for the accelerated recruiting season. Members had the chance to get to know the exec team and our amazing mentors through Q&A and a networking session at the end. It was a fun way to start the school year and to get to know each other.

Case Prep 101



In ICC's first bootcamp of the year, we provided an in-depth introduction of the consulting industry and the recruiting process. This event focussed on the interview process and ICC's exec members Darren, Karina, Margo, and Rohan walked step-by-step through how to ace a case. This year, we were blown away by the turnout and positive feedback – we hope members gained value and had as good a time as we did.

The Social Network & Meet Your Mentor



With recruiting season ramping up, we covered every networking-related topic we could think of to help ICC members make better connections and feel more comfortable meeting new people. We also discussed the importance of balancing one's mental health and wellness with regards to recruiting. Finally, at the end of the event members met their ICC mentors and casing groups. The event was a huge success, and we can't wait to host it again next year!

Internship Recruiting Events

NEW

Advances Case Strategies



In response to valuable feedback from HBA1s seeking additional guidance during the intensive recruiting season, Exec launched a brand new event in the winter. This event was specifically designed to concentrate on advanced strategies employed by our ICC mentors and executives in the realm of case interview preparation. To maximize student engagement, we ran the event right before and after winter break.

Thinking Beyond Consulting



The panelists at this event shared their stories and some perspective for members who haven't landed a consulting internship as yet. Whether that be re-recruiting for full-time, pivoting to a new industry, or seeking strategy positions, thank you to Audrey and David for sharing their experiences!

How to ACE Your Consulting Internship



Our exec team wants to share what we learned during our summer – from networking within the firm to working with clients, seeking feedback from managers and maintaining work-life balance – in hopes that we set our members up for success and a return offer at the end of the summer!



Resources Released

ICC-Developed Resources

ICC has developed the most comprehensive pool of consulting prep resources for post-secondary students available in Canada (seriously, it's a confirmed fact). Cited by members as the club's #1 value-add, our member-exclusive resources include **275+ new pages of content added** and **5+ new casebooks**, the largest curated library of casebooks the internet can find, direct access to free or discounted case prep platforms, and more.



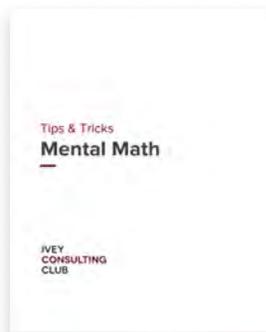
Summer Recruiting Guidebook



Guide to Tackling Exhibits



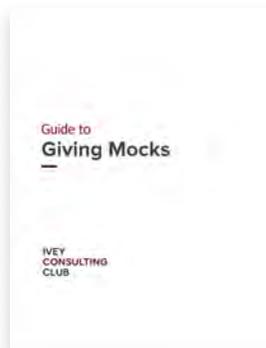
Full-Time Guidebook



Math Tips and Tricks



Mentor Book



Guide to Giving Mocks



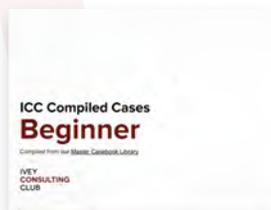
Firm Briefs



ICC Example Mock Videos

ICC-Developed Resources

ICC has developed the most comprehensive pool of consulting prep resources for post-secondary students available in Canada (seriously, it's a confirmed fact). Cited by members as the club's #1 value-add, our member-exclusive resources include **275+ new pages of content added and 5+ new casebooks**, the largest curated library of casebooks the internet can find, direct access to free or discounted case prep platforms, and more.



ICC Branded Case Packages



Slide Decks from Bootcamp and Skillbuilding



Supplementary Case Write Ups



Resume and Cover Letter Resources



Case Prep Crash Course



Building Community

Building Community

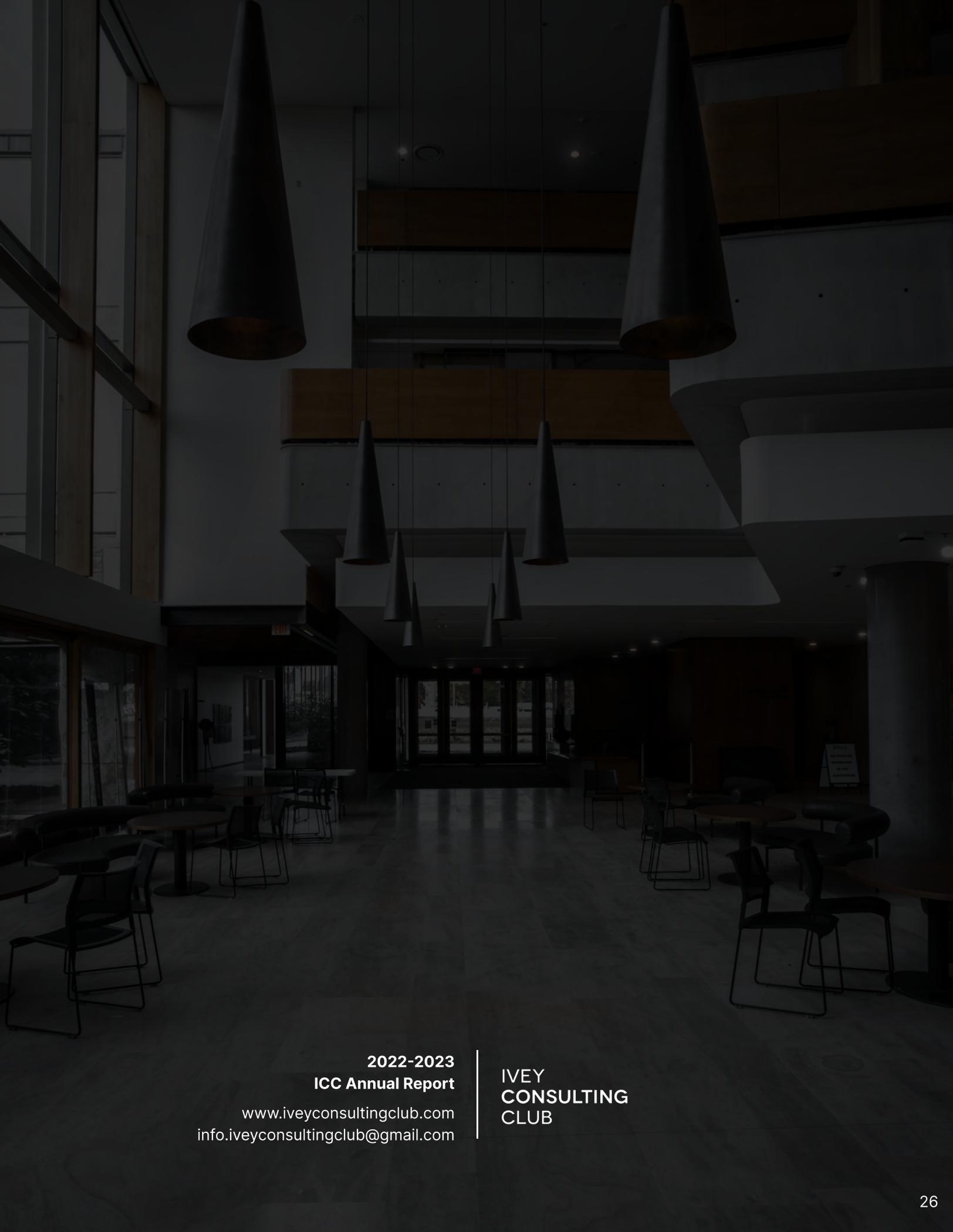


Full-Time Peer-to-Peer Mocking

From May to July of 2022, ICC supported HBA students partaking in full-time recruiting through our Peer-to-Peer program. Participants were added to a private Facebook group and placed into groups of five to seven students to mock and share resources with. These groups changed every two to three weeks, encouraging participants to mock and gather advice from a wider range of students. Members of our on executive team gave first-time mocks to those who had never completed one before, ensuring all participants could adequately case one another. By connecting students going through the same process, ICC aims to foster a helpful and supportive community and hopes to provide this service in upcoming years.

Mentorship Program

The 2022-2023 ICC Mentorship Program consisted of 67 mentors who completed consulting recruiting and internships, and 196 mentees. At ICC's "Meet Your Mentor" event in September, each mentor was assigned the three mentees whom they were assigned to for the entire school year. They kindly introduced consulting to mentees and provided support throughout recruiting by providing interview mocks, resume and cover letter reviews, discussing personal experiences, and more. While all mentees had a dedicated mentor, they could reach out to all 67 mentors through our mentorship book. This was especially helpful as consulting firms are continuously diversifying their interview processes - rather than solely conducting a traditional 30-minute case, some have opted for take-home cases, group cases, and presentations. Hence, mentees could connect with a mentor that was experienced with whichever interview type they required most preparation for. Mentors were also paired with a "mentor buddy", which acted as a secondary point of contact for mentees and allowed mentors to share tips & tricks on how to best support HBA1s. To thank mentors for their generous time and efforts, ICC hosted two mentor socials and a "check-in" at the end of our first semester. Year after year, HBA2s/3s pay-forward the support received from their own mentors and commit to the Mentorship Program, further enhancing Ivey's supportive community.



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ICC Annual Report**

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