

IVEY
CONSULTING
CLUB

2023-2024

ICC Annual Report

A Year in Review





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Letter from Co-Presidents

To the ICC Community (our members, mentors, alumni, and everyone in between).

Thank you. This year has been an absolute whirlwind, and it's tough to fully encapsulate what this experience has meant to us. Although we knew each other from our section (shoutout to Section 10!), we never could have imagined how close we would become through this role. Our attitudes, ambitions, and vision for ICC, along with our slightly eccentric personalities, perfectly complemented each other. During our very first meeting, we sat in an Ivey breakout room and wrote down every "big" idea we had for the coming year. Four, maybe five, hours later, we had circled and underlined "September Conference" with notes haphazardly scrawled around it. Looking back, it's still hard to believe we actually made it happen, and we've grown quite fond of the long hours we put into it. But we made it happen, and we're convinced it has little to do with us and everything to do with the people we worked with.

As lucky as we got with each other, we got even luckier with our little family. **Kevin, Lauren, Ariana, Finn, Yohan, Cindy, and Michael:** you guys are absolute rockstars. The community we've built through ICC and the accomplishments in this report would not at all be possible without such an amazing team. It's not always been an easy job but they make it possible.

As we reflect on the past year, we are continuously reminded of the impact this club has. Our tenure marks the largest membership number in ICC's 15-year history, exceptional attendance figures, and the inaugural Ivey Consulting Conference. We are forever grateful for the trust you all have put in us and the opportunity to impact Ivey's consulting space.

On that note, a few other thank- you's:

- 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 always being beyond understanding
- Our heartfelt thanks go to **our mentors**, who have dedicated countless hours to supporting the community 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 lean on
- A token of appreciation goes out to **HBAA Finance Portfolio and Ivey Facilities** for supporting us through the never-ending reimbursements and event bookings
- Once more, we want to give our **Executive Team** a well deserved thank you for making us the luckiest Co-Presidents. Working alongside and becoming friends with all of you have been the highlight of our year
- And last, but most importantly, to **our members**, you are the lifeblood of this club and are the reason we love what we do. Your energy, positivity, engagement, and feedback have meant everything to us.

It's been a tough year and certainly not an easy time to be recruiting. Some things are just outside of our control and we commend every single one of you for remaining optimistic and keeping your head held high. You should be SO PROUD of yourselves for getting to where you are today. We wish you all the best of luck in all your future endeavors and we are so excited to see what the future holds for Ivey Consulting Club.

Thank you once again for the most memorable year,



Lisa Jia and Miren Vijayaranjan
ICC Co-Presidents, 2023 - 2024

Meet the Team




Miren Vijayarajan 
Co-President




Lisa Jia 
Co-President




Yohan Fernandes 
VP Finance



Ariana Ghavami 
VP Membership



Finnlay Causer 
VP Operations




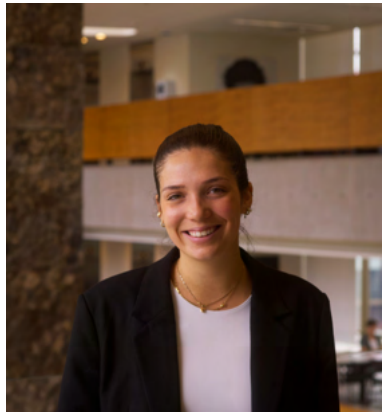
Michael Zhang 
VP Strategic Initiatives



Kevin Xie 
VP Development



Cindy Zhang 
VP Communications



Lauren Nunes 
VP Partnerships & Alumni Relations



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. Especially for individuals who come from non-business backgrounds, meeting peers who understand the ins and outs of an industry from Day 1 can dampen what you believe is in the realm of possibility for your own career. In Ivey's rather all-consuming recruiting landscape, we know just how important it is to have someone - or something - to act as a guide and support to make the process more accessible and approachable. That's exactly what ICC is here for: ensuring no student self-selects themselves out from trying.

Our executive team all had very different recruiting experiences, with some of us knowing what consulting was in high school and others learning about it mere weeks before HBA1. One thing we had in common was that ICC played a key role in all of our success stories. For all of us, our shared goal was to amplify and extend this support as we pay it forward.

With this in mind, our vision this year centered on two pillars: **navigating accelerated timelines, and making the consulting industry more accessible to everyone.**

The past couple years have seen a gradual yet systemic shift towards an earlier recruiting timeline for Ivey students, as firms standardize timelines for 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 student's ability to successfully recruit in this context. With this in mind, we implemented the largest organizational shift ICC has seen in over 5 years through the creation of a Strategic Initiatives position. The addition of this position allowed us to carry out our inaugural Ivey Consulting Conference. This conference provided transparency and increased awareness to recruiting processes within the consulting industry and aimed to bridge potential knowledge gaps. We hope to see this event grow and flourish in the coming years.

As many know, recruiting at Ivey is difficult and can take a major toll on your mental health. This year, ICC continued its efforts to include mental health programming in all of our events and messaging. Within our mentorship system, we've aimed to build a support system that best provides our members with both the tactical insight and encouragement they need to succeed. We've received immense words of appreciation of the work we have done so far, but we also recognize that there's always more to be done. 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 *five fundamental aspects* in order to achieve its mission.



Development designs Bootcamps and Skill-Building workshops that are specially curated to offer an in-depth exploration of the industry, case-interview preparation, mental math, and networking basics.



Partnerships collaborate with 29 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 peers, and the Executive Team 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.



Strategic Initiatives provides a systematic and holistic review of ICC's current offerings, creating novel events and resources to bridge possible gaps in light of the current recruiting landscape. This year's inaugural conference was a strategic undertaking that aimed to reconcile students with the accelerating timelines.



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 five components, intertwined with efficient **operations and communication**, collectively drive ICC's mission

Membership

737

Total Members

353

Total New HBA1 Members

76

Mentors

225

Mentees



How We Performed

87

Average Event
Registration

17%

Increased
Membership

50%

of HBA
Community

15

New Events

500+

Facilitated Mock
Interviews

3x

Student
Outreach
Engagement

3

New Partner
Firms

100%

New Consulting
Conferences

“

“ICC opens doors to an abundance of resources. The membership price isn't just reflective of the connections/knowledge I gained this year, but also access to a ton of resources in the past.”

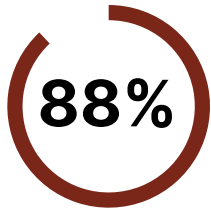
“ ICC gave me a starting point for materials to prepare with, along with names of people that I could reach out to in order to further understand consulting and networking. I enjoyed the events and feel as though they informed me and motivated me to keep pursuing a consulting internship for the summer.”

”

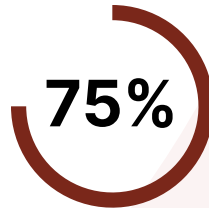
“The value I received from connecting with ICC mentors and execs was definitely worth it, as were the various firm trips I attended. Great job this year to the ICC team!”

How Our Members Feel

Connection

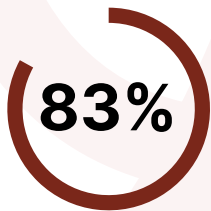


learned about firms through ICC events or ICC firm briefs



said ICC connected students to people they wanted to network with

Resources

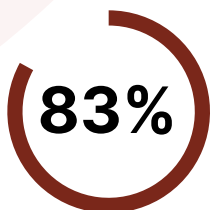


of members have checked out or used the Teams resource page

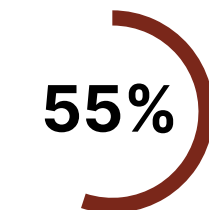


believe they were more equipped to tackle networking, applications, and/or case prep

Support

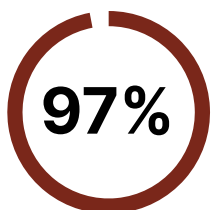


believe ICC has provided meaningful support this year

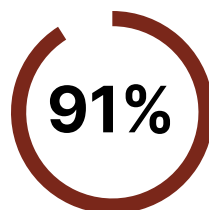


of students met and got to know other HBA1 students through ICC

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 31 outstanding partner firms to introduce students to the world of consulting. Our partnered firms hosted a breadth of virtual and in-person events, ranging from presentations, panels and networking sessions to workshops and educational sessions. This year, we welcomed EY Parthenon, Bell Strategy, MLSE Strategy to our portfolio, and are grateful for the expertise and support brought by all of our partners.

McKinsey
& Company

BAIN
& COMPANY

BCG

 OliverWyman

KEARNEY

Monitor
Deloitte.

 **accenture**

 ZS

Deloitte.

 **EY**

 **KPMG**

Scotiabank



Roland
Berger 

 cognizant

Jackman

LEVEL5
STRATEGY

SATOV

INVICTUS



 KONRAD

IBM

 **pwc**

slalom

CAPCO

MLSE


Willis
Towers
Watson



Bell

 AVASCENT

 **EY** Parthenon

Our Mentors



Kaden Gulamani

Guidehouse



Zane Almeida

Bell - Corporate Strategy and M&A



Emma Tehrani

MNP - Management Consulting



Alex Hu

Cognizant



Nick Urie

EY - Business Consulting



James Law

Scotiabank Strategy



Chris Tang

Mastercard Advisors



Pooja Patel

Oliver Wyman



Rose Hossain

Deloitte - Public Sector



Eric Xu

EY Parthenon



Jing Duo Gao

Deloitte - Operations Transformation



Karen Truong

EY - S&P



Jackson MacPhie

TELUS - Strategy & Consulting



Matthew Sandford

EY - Technology Consulting



Mairi Dinnin

EY - People Advisory Services (PAS)



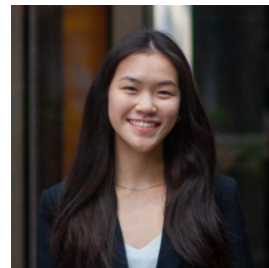
Charlotte Weaver

Aritzia Consulting Group



Amy Stewart

EY - Business Transformation



Kelly Guo

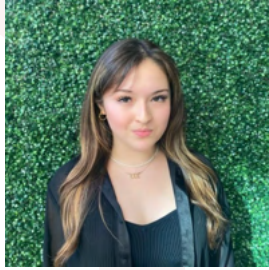
KPMG - Technology

Our Mentors



Carol Guo

Bain



Zoe McCullough

Deloitte -
Technology



Justin Bodourov

TELUS - Strategy &
Consulting



Annie Chen

Mastercard Advisors



Jennifer Wong

EY - Business
Consulting



Richard Feng

BDO - Strategy,
Value Creation



Annie Tan

Boston Consulting
Group



Isabella Lu

McKinsey Digital



Jessica Bian

Deloitte - Financial
Transformation



Catriona Chan

EY - Technology
Consulting



Sophia Lu

Accenture SDP



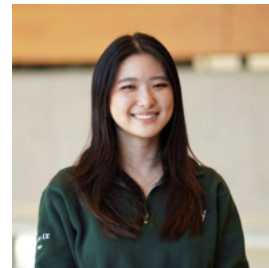
Candice Chow

McKinsey



Duomi Ding

Boston Consulting
Group



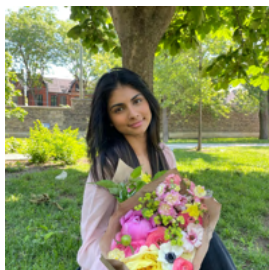
Jiani Wen

Coactuate



Roan Beattie

SATOV Consultants



Perna Balani

Monitor Deloitte



Terry Chen

EY - Business
Transformation



Kate Belford

Monitor Deloitte

Our Mentors



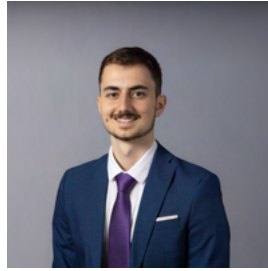
Owen Rosati

Boston Consulting Group



Resham Arora

Deloitte



Stefan Ilic

Boston Consulting Group



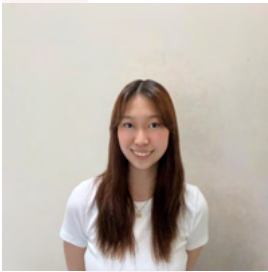
Boris Davidovic

KPMG - Operations



Noah Lubov

EY - Finance Transformation



Cathy Hu

Accenture - CDP



Jenny Zhao

Mastercard Advisors



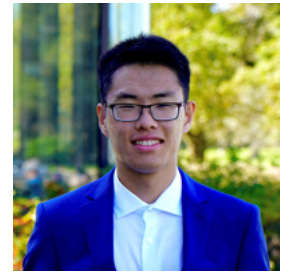
Azul Goyat

Oliver Wyman



Keon Jin

Boston Consulting Group



Michael Lee

Mastercard Advisors



Tina Sahney

Deloitte Digital



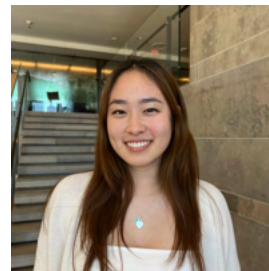
Maharshi Desai

Boston Consulting Group



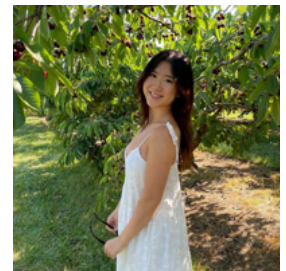
Cindy Wang

Kearney



Catherine Zhang

Boston Consulting Group



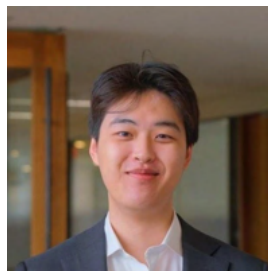
Renee Xie

Deloitte - Financial Transformation



Maaheen Khan

EY - SAP



Allan She

Deloitte



Zane Shad

KPMG - TST

Our Mentors



Zak Bhanji

EY - Business Consulting



Kristen Cho

KPMG - Technology Risk



Cordlyne Nwankwo

Deloitte Digital



Branden Kim

Scotiabank Strategy



Souraish Mahesh

Unity Health - Strategy



Dollar Luo

McKinsey Digital



Dhruv Bhatt

Boston Consulting Group



Eric Wang

EY - Technology



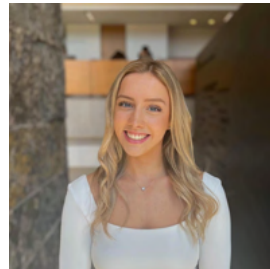
Freya Sutherland

EY - Financial Transformation



Karen Zhan

Scotiabank Strategy



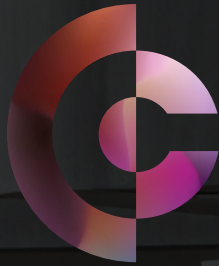
Chloe Lauzon

KPMG - Supply Chain



Alan Guan

Monitor Deloitte



Ivey Consulting Club Ivey Consulting Conference





Introduction

This year, Lisa and Miren introduced the Ivey Consulting Conference in response to the accelerated recruiting timelines, increasing recruiting difficulties, and diminished Ivey placements in top consulting firms. This student-run conference aimed to kickstart recruiting preparation by equipping students with broader industry knowledge, effective recruiting strategies, technical preparation, and valuable networking opportunities. The conference's unique offerings, particularly the alumni-to-peer technical preparation, were designed to provide early-stage support not available through any other medium. The conference aimed to increase awareness of the accelerated timelines, ensuring students did not miss important opportunities.

NEED FOR EVENT

Current Recruiting Landscape

The consulting recruiting process is notoriously daunting and complex, with adequate interview preparation typically requiring 4-6 weeks. Beyond technical preparation, networking is crucial for passing resume filters, but last-minute attempts often prove unsuccessful. Accelerated timelines have disadvantaged Ivey students compared to peers from other schools.

Traditionally, students had until January to leverage Ivey's resources, but the new timelines required them to start recruiting just a few months into the academic year, limiting their preparation time. This preparation also occurs while students adjust to one of Canada's most challenging, dynamic, and rigorous undergraduate schedules. The Ivey Consulting Conference was a strategic response to these challenges, providing students with the tools, knowledge, and support needed to succeed in the consulting recruiting process.



Event Schedule

8:30 AM	9:30 AM	Conference Set-up	Ivey
<i>SEGMENT 1</i>			
9:30 AM	10:00 AM	Attendee Check-Ins	Outside of BMO Auditorium
10:00 AM	10:15 AM	PRESENTATION: Opening Ceremony	BMO Auditorium
10:15 AM	10:45 AM	PRESENTATION: Consulting Overview	BMO Auditorium
10:45 AM	11:25 AM	PRESENTATION: Ivey Alumni Panel	BMO Auditorium
11:25 AM	11:30 AM	PRESENTATION: Instructions	BMO Auditorium
11:30 AM	11:55 PM	Lunch Break	Brock Pavillion
<i>SEGMENT 2</i>			
11:55 AM	12:00 PM	ROTATION: Student Check-ins	Rooms 1240, 1230, 1220, 1210
12:00 PM	12:40 PM	WORKSHOP: Intro to Consulting Recruiting	Rooms 1240, 1230, 1220, 1210
12:40 PM	1:15 PM	WORKSHOP: Case Workshop Rotation 1 (Students stay from prev workshop)	Rooms 1240 (McK), 1230 (Bain), 1220 (ICC), 1210 (BCG)
1:15 PM	1:20 PM	ROTATION: Student Check-ins	Rooms 1240 (McK), 1230 (Bain), 1220 (ICC), 1210 (BCG)
1:20 PM	2:00 PM	WORKSHOP: Case Workshop Rotation 2	Rooms 1240 (McK), 1230 (Bain), 1220 (ICC), 1210 (BCG)
2:00 PM	2:30 PM	Break	Rooms 1240 (McK), 1230 (Bain), 1220 (ICC), 1210 (BCG)
<i>SEGMENT 3</i>			
2:30 PM	3:05 PM	WORKSHOP: Firm Workshop Rotation 1 (Students stay from prev workshop)	Rooms 1240 (McK), 1230 (Bain), 1220 (MD), 1210 (BCG)
3:05 PM	3:10 PM	ROTATION: Student Check-ins	Rooms 1240 (McK), 1230 (Bain), 1220 (MD), 1210 (BCG)
3:10 PM	3:45 PM	WORKSHOP: Firm Workshop Rotation 2	Rooms 1240 (McK), 1230 (Bain), 1220 (MD), 1210 (BCG)
3:45 PM	3:50 PM	ROTATION: Student Check-ins	Rooms 1240 (McK), 1230 (Bain), 1220 (MD), 1210 (BCG)
3:50 PM	4:30 PM	WORKSHOP: Firm Workshop Rotation 3	Rooms 1240 (McK), 1230 (Bain), 1220 (MD), 1210 (BCG)
<i>WRAP-UP</i>			
4:30 PM	5:00 PM	WORKSHOP: Wrap-up of Firm Workshops	Rooms 1240 (McK), 1230 (Bain), 1220 (MD), 1210 (BCG)



Reflections

The conference saw strong participation, with 276 tickets sold and an opening attendance of 235 students, representing 85.14% of the total tickets sold. The closing attendance was approximately 174 students actively participating in the networking rooms.

Post-conference surveys and discussions highlighted the following themes for student outcomes:

- **Information Accessibility:** Increased awareness of consulting opportunities early in the year. Many students previously missed important deadlines due to a lack of awareness.
- **Technical Preparation:** Provided a comprehensive overview of case preparation through entry-level workshops, easing students into the complex process.
- **Greater Placements Among Firms:** Improved the quality of Ivey's applicant pool by combining networking opportunities with technical preparation, addressing firms' concerns about students' preparedness and stress levels.
- **Building a Support System:** Reinforced the importance of peer support in consulting prep, offering opportunities to build a network and community among students.
- **Decreased Recruiting Pressure:** Alleviated stress by equipping students with the necessary resources and skills for consulting prep.
- **Awareness of Non-Consulting Roles:** Highlighted the value of adjacent roles, such as internal strategy, broadening students' career perspectives.
- **Networking Opportunities:** Enabled students to leave lasting impressions on firm alumni and representatives through interactive workshops.

The conference was a tremendous success, garnering high praise from all stakeholders, including Ivey Career Management, recruiting partners, and students. Due to the positive feedback, more firms have expressed interest in participating in future years. As a result, ICC looks forward to hosting future iterations of the Consulting Conference, continuing to build on this year's achievements.



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 understand what an interview-ready case looks like. We wrapped up the day with pizza on ICC.

ICC Full-Time Consulting Panel

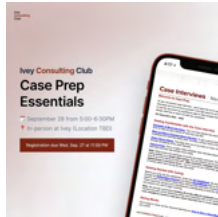
Great advice comes from those who've been through the process! Recently graduated HBA students shared their full-time recruiting experiences, gave valuable advice and guidance, and answered all our members' questions. Our four incredible panellists were:



- Deshna Kanesalingam - Accenture
- Jayashree Bhargava - Kearney
- Arjun Saini - Mastercard
- Yanyan Law - Monitor Deloitte

Internship Recruiting Events

Case Prep Essentials



We understand that not everyone could attend the ICC Conference. Therefore, ICC's first boot camp of the year was dedicated to offering a comprehensive introduction to the case interview process. We were thrilled by the impressive turnout and overwhelmingly positive feedback this year. We hope our members found it valuable and enjoyed the experience as much as we did.

Meet Your Mentor Event

As recruiting season ramps up, establishing meaningful relationships with mentors becomes crucial. This event aimed to connect our 226 mentees with their 76 mentors through engaging icebreakers and a shared meal. Additionally, we provided an in-depth guide on effective mentor-mentee interactions to ensure that everyone involved derives maximum value from the relationship.

ICCxWM Women In Consulting Panel



Our second annual collaboration with WIM was incredibly successful. This virtual panel and networking session featured women from various consulting firms, bringing diverse experiences to the discussion. The panel discussions centred on industry success, mentorship, and personal experiences, offering valuable insights to all attendees. Four inspiring panellists joined us:

- Michaela Borrell - Bain & Company
- Catherine Mihevc - Accenture
- Yanyan Law - Monitor Deloitte
- Tania Kwan - KPMG

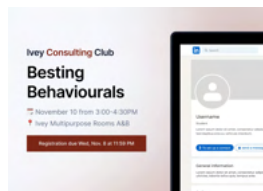
Internship Recruiting Events

Deloitte Toronto Firm Trip



ICC partnered with Deloitte to bring 55 students from London to Toronto for a unique learning experience at Deloitte Toronto's office. The event included presentations, panels, firm tours, and networking sessions, with food and drinks provided. This opportunity allowed students to learn about upcoming internship opportunities and gain a broader understanding of Deloitte. The event received high satisfaction ratings from the students, who found it exceptionally valuable.

Besting Behaviours



Recognizing a significant gap in preparation materials for behavioural interviews, ICC introduced a new event focused on providing an in-depth guide to answering behavioural questions across various firms. The event included a live walkthrough of several common behavioural questions, which attendees found particularly valuable. This event was highly appreciated, and we look forward to making it a regular part of our annual boot camp rotation.

Jackman Customer Strategy Workshop



ICC partnered with Jackman to deliver a content-packed 90-minute session covering several key topics. The session explored what it truly means to be customer-led and how Jackman approaches customer strategy and segmentation. Participants engaged in a design exercise that tasked them with translating strategic thinking into a customer experience. Additionally, attendees had the opportunity to meet and connect with various members of Jackman's Strategy team. This session provided valuable insights and practical experience.

Internship Recruiting Events

Accenture Accelerated Engagement Event



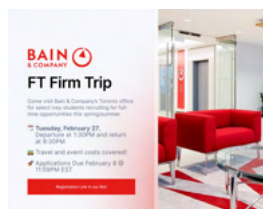
The Accenture workshop was a highly sought-after event, with only 50 spots available on a first-come, first-serve basis. Attendees, organized into teams of 5-6 under the guidance of an Accenture advisor, participated in a design thinking workshop to tackle a real client engagement. Teams presented their outputs to Accenture facilitators and gained insights into Accenture's strategic approach and project outcomes. The workshop gave attendees a deeper understanding of Accenture's client engagements and their problem-solving strategies for global business leaders.

Walking Through A Case



The first event of the new calendar year centred on reviewing case prep essentials in anticipation of the January recruiting period. The team used the "Health Coaches" case from the Kellogg casebook as a live walkthrough example. This event was particularly engaging, as students could participate in every step of the case. This hands-on approach ensured a comprehensive understanding and practical experience, making the session highly valuable for all attendees.

Bain Full-Time Trip



ICC partnered with Bain to bring 42 students from London to Toronto for a unique learning experience at Bain's Toronto office. The event featured presentations, panels, firm tours, and networking sessions, with food and drinks provided. This opportunity allowed students to learn about full-time opportunities at the firm and gain valuable insights into Bain's work-life and culture.

Full Time Recruiting Events

BCG Full-Time Meet & Greet



The BCG Meet & Greet was a fantastic opportunity for students to build meaningful connections with BCG representatives. In a casual group setting, attendees were paired with BCG reps to chat and gain valuable insights into a career with the firm. The event featured several shuffle sessions, allowing students to connect with multiple representatives and maximize their networking opportunities.

McKinsey Full-Time Info Session & Coffee Chats



ICC partnered with McKinsey to offer prospective full-time students an invaluable opportunity to learn more about the firm and network with its representatives. Select students had the chance to participate in coffee chats with McKinsey consultants, providing a personalized and insightful glimpse into the firm's culture and career opportunities.

Monitor Deloitte Spring Info Session



ICC partnered with Monitor Deloitte to offer a virtual info session on upcoming internship and full-time opportunities. This session provided students with detailed information about the roles available, the application process, and what to expect working at Monitor Deloitte.

Ace Your Internship



In our final event of the year, ICC provided the perfect send-off for our HBA members preparing for their summer internships. A panel of ICC executives shared valuable insights on maximizing internship experiences and securing return offers. We concluded a successful year with pizza and engaging conversations, leaving our members well-prepared and motivated for their upcoming roles.



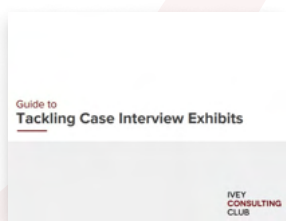
Resources Released

ICC-Developed Resources

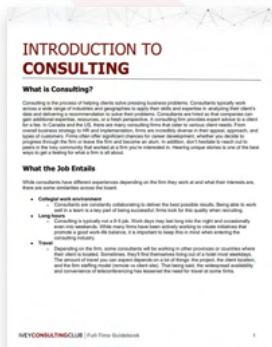
ICC has developed the most comprehensive pool of consulting prep resources for post-secondary students available in Canada (seriously, it's a confirmed fact). Cited by members as the club's #1 value-add, our member-exclusive resources include hundreds of pages of content, casebooks, the largest curated library of casebooks available online, and direct access to free or discounted case prep platforms, among other valuable tools.



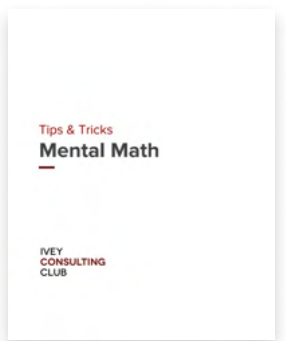
Summer Recruiting Guidebook



Guide to Tackling Exhibits



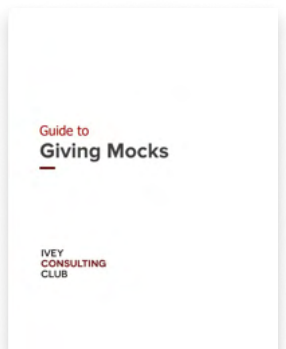
Full-Time Guidebook



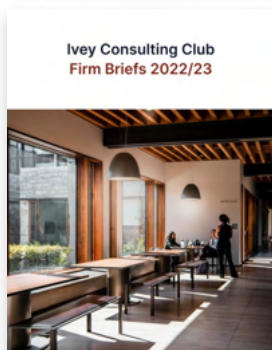
Math Tips and Tricks



Mentor Book



Guide to Giving Mocks



Firm Briefs



ICC Example Mock Videos

ICC-Developed Resources

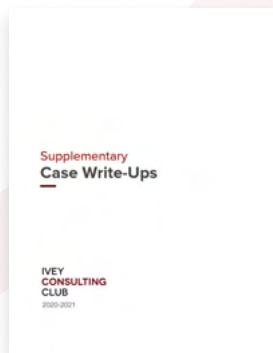
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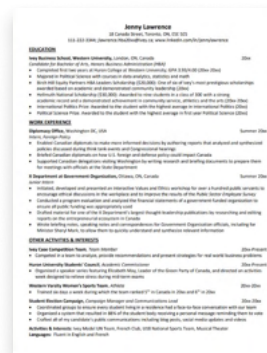
ICC Branded Case Packages



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 2023, ICC supported HBA students partaking in full-time recruiting through our Peer-to-Peer Mocking 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 executive team provided 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 2023-2024 ICC Mentorship Program featured 76 mentors who had completed consulting recruiting and internships, paired with 226 mentees. At ICC's "Meet Your Mentor" event in September, each mentor was assigned three mentees for the entire school year. They introduced consulting to mentees and provided support throughout the recruiting process with interview mocks, resume and cover letter reviews, personal experiences, and more. While each mentee had a dedicated mentor, they could also reach out to any of the 76 mentors through our mentorship book. This flexibility was especially valuable as consulting firms diversified their interview processes to include take-home cases, group cases, and presentations. Mentees could connect with mentors experienced in the specific interview types they needed most preparation for. Mentors were also paired with a "mentor buddy" to act as a secondary point of contact for mentees and share tips on best supporting HBA1s. ICC hosted a wildly successful mentor social to thank mentors for their time and efforts. Year after year, HBA2s and HBA3s pay forward the support they received from their own mentors by committing to the Mentorship Program, further enhancing Ivey's supportive community.



**2023-2024
ICC Annual Report**

www.iveyconsultingclub.com
info.iveyconsultingclub@gmail.com

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