



## Performance Note: Advisory Start--Intern

Andrew B Wolff to: Olubusayo O Phillips

11/12/2013 12:20 PM

Reinvesting in the firm is one of Advisory's strategic priorities and a baseline expectation for the entire practice. It is about harnessing the passion our teams bring in delivering services to our clients and putting it back into the firm to support our growth. These are opportunities for professional development that better enable us to consistently deliver the PwC Experience to all our stakeholders. Within Advisory's FY13 expectations memo, we've outlined multiple ways that our people could reinvest throughout the year. These opportunities include, but are not limited to Learning & Development, Sourcing, Methods & Tools, Marketing & Sales, Risk & Quality and much more. Reinvestment opportunities within Learning & Development included developing, piloting and instructing training courses as part of Advisory's people development strategy. Our volunteers participated in activities such as building out our Graduated Curriculum which enables our consultants to achieve personal career goals and to deliver daily on the PwC Experience.

On behalf of the Advisory Learning & Development team, thank you for reinvesting in Advisory's new joiner development efforts. During Advisory Start--Intern, you helped our interns build their knowledge and skills and learn how to establish a brand and so they can provide value to each engagement. You promoted participation, teaming, and confidence and created an environment that was conducive to learning. You engaged in honest, open and frank conversations with the learners, acknowledging their strengths and suggesting possible opportunities for improvement. You embraced the principles of "teach don't tell" and engaged in active coaching, as well as provided relevant and effective feedback to individuals and groups. All of your efforts as instructor and coach have helped prepare the interns for a successful summer internship experience.

We truly appreciate the time and effort you've invested in L&D. Your hard work and commitment to Advisory Start--Intern is a great example of how we can make an impact for our people and practice by reinvesting in the firm.

Appreciatively,

**Andrew B. Wolff**

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**Performance Note : Intern Training**   
**Naushard Cader** to: Olubusayo O Phillips

10/14/2013 01:29 PM

To whom it may concern:

Olubusayo helped me providing intern training past summer; he was very dedicated, and very supportive in delivering the training. He displayed high quality of teaching and coaching skills. I would definitely call Olo to assist me any time in the future. Thanks you so much.

**Following are some of the specific contributions during the two day training period.:**

1. Used relevant client examples and personal experiences to lead instruction of 20 interns the following subjects:
  - Knowledge Management at PwC
  - Using Powerpoint
  - Excel skills
2. Supported in instructing interns on the following subjects
  - Visualization
  - Performance Coaching and Development
  - Entering Time
3. Was part of panel providing insights to 350 interns and answering specific questions asked by interns and/or prepared by HR
4. Provided excel coaching to interns at Excel Station

Best regards,  
Naushard

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Print less, think more.

# Quick Question : Advisory Start - Intern Academy (CONF-423382) Course: Advisory Start - Intern Academy

Run By: Olubusayo Phillips (OPhillips)

Date Run: Jul 19, 2013

MTM Tool: Quick Question

From Saved Query: Quick Question : Advisory Start - Intern Academy (CONF-423382) Course: Advisory Start - Intern Academy

<b>Date:</b>	Jun 19, 2013	<b>Instructor(s):</b>	Phillips	<b>Course:</b>	Advisory Start - Intern Academy			
<b>Learning Provider:</b>	PricewaterhouseCoopers	<b>Location:</b>	TBD_Location	<b>Client:</b>	PwC US Learning & Education 2			

## Summary

	N*	5-	4-	3-	2-	1	Average
<b>Instructor - Phillips, Olubusayo</b>	33			4.00%	46.67%	49.33%	<b>1.45</b>
<b>Learning Effectiveness Summary</b>	139			3.60%	51.08%	45.32%	<b>1.58</b>
	<b>139</b>			<b>3.74%</b>	<b>49.53%</b>	<b>46.73%</b>	<b>1.51</b>

## Instructor - Phillips, Olubusayo

	N	5-	4-	3-	2-	1	Average
<b>Overall the instructor was effective.</b>	25			4.00%	44.00%	52.00%	<b>1.52</b>
<b>The instructor cultivated a safe yet challenging learning environment.</b>	25			4.00%	48.00%	48.00%	<b>1.56</b>
<b>The instructor shared content in a way that engaged the learners.</b>	25			4.00%	48.00%	48.00%	<b>1.56</b>
<b>Summary</b>	<b>33</b>			<b>4.00%</b>	<b>46.67%</b>	<b>49.33%</b>	<b>1.45</b>

**Please provide any comments you have about the instructor (e.g. content expertise, presentation skill, facilitation ability, etc.).**

- Good presenter.
- very knowledgeable on the material taught and gave great everyday examples and advice on pitfalls to avoid. Provided necessary feedback to fix corrections and presented through explanations of the expectations of PwC
- N/A

## Learning Effectiveness

	N	5-	4-	3-	2-	1	Average
<b>Overall the program was effective.</b>	139			3.60%	51.08%	45.32%	<b>1.58</b>

\* N = Number of Evaluations

## Response Rate

Form Type	Evaluations Sent	Evaluations Received	Response Rate
Post Event	326	132	40.5%
Instructor Survey	33	8	24.2%

## Report Recommendations

### Interpreting the Report

Below are tips to help you understand the information in the report. For additional information, please click the Help tab above the report.

This report summarizes the questions, question categories, and average scores, along with the frequency distribution of responses, for all evaluations submitted.

Data may be analyzed further through the use of filters to either view data in terms of overall performance or to evaluate a specific course, instructor, location, etc.

N counts may vary depending on the depth the drill into the data. This merely indicates that respondents may not have answered all the questions on the evaluation.

### Recommended Actions

Below are recommended next steps to take after reviewing the information in this report. Additionally, you'll find links to automatically run complementary reports for drilling-down further into the data or analyzing the information in another way. Schedule this report to be emailed automatically to the course and instructor managers on a daily basis so they are able to review performance on a regular basis.

Review low scoring classes with course and instructor managers to determine actions for improvement.

If the class scores particularly lower than the benchmark for job impact, review the data with the course managers to determine whether the correct people are attending the class.

### Recommended Links

#### Report Criteria

**Reporting Date:** Jun 19, 2013 to Jun 19, 2013  
**Category:** Instructor;  
**Include Comments:** Learning Effectiveness  
Yes  
**Scale:** 5 Low - 1 High  
**Scale Header:** Strongly Disagree, Strongly Agree  
**Class:** Advisory Start - Intern Academy (CONF-423382)

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# Quick Question : Orange Ballroom E Course: Advisory Start Intern 2013: Academy

Run By: Ore Phillips (OOPhillips)

Date Run: Jul 19, 2013

MTM Tool: Quick Question  
From Saved Query: Quick Question : Orange Ballroom E Course:  
Advisory Start Intern 2013: Academy

**Date:** Jun 19, 2013      **Instructor(s):** Phillips      **Course:** Advisory Start Intern 2013: Academy  
**Learning Provider:** PricewaterhouseCoopers      **Location:** Orlando - Hilton Orlando      **Client:** PricewaterhouseCoopers

## Summary

	N*	5-	4-	3-	2-	1	Average
<b>Instructor - Phillips, Ore</b>	12				25.00%	75.00%	1.25
<b>Summary</b>	<b>12</b>				<b>25.00%</b>	<b>75.00%</b>	<b>1.25</b>

## Instructor - Phillips, Ore

	N	5-	4-	3-	2-	1	Average
<b>Overall the instructor was effective.</b>	12				25.00%	75.00%	1.25

### Please provide any comments you have about the instructor (e.g. content expertise, presentation skill, facilitation ability, etc.).

- Ore and Naushard were very helpful! They kept the atmosphere light, but professional, making it enjoyable for everyone involved.
- He was excellent in providing many examples of his experiences and overall advice on what to do in certain situations
- Very helpful and patient!
- Very engaging during sessions and provided excellent feedback.
- Ore was very helpful in his technical knowledge and gave great advice for all of us interns for building relationships and more.
- Gave concise feedback on all the exercises.

\* N = Number of Evaluations

## Response Rate

Form Type	Evaluations Sent	Evaluations Received	Response Rate
Post Event	0†	13	-

†The number of conference sessions selected for evaluation.

## Report Recommendations

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If the class scores particularly lower than the benchmark for job impact, review the data with the course managers to determine whether the correct people are attending the class.

### Recommended Links

## Report Criteria

**Reporting Date:** Jun 19, 2013 to Jun 19, 2013

**Category:** Instructor;

Learning Effectiveness

**Include Comments:** Yes

5 Low - 1 High

**Scale Header:**  
**Session:**

Strongly Disagree, Strongly Agree  
Orange Ballroom E

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KnowledgeAdvisors

# Quick Question : Internship Expectations and Program Close Course: Advisory Start Intern 2013: Academy

Run By: Ore Phillips (OOPhillips)

Date Run: Jul 19, 2013

MTM Tool: Quick Question

From Saved Query: Quick Question : Internship Expectations and Program Close Course: Advisory Start Intern 2013: Academy

**Date:** Jun 19, 2013      **Instructor(s):** Phillips      **Course:** Advisory Start Intern 2013: Academy  
**Learning Provider:** PricewaterhouseCoopers      **Location:** Orlando - Hilton Orlando      **Client:** PricewaterhouseCoopers

## Summary

	N*	5-	4-	3-	2-	1	Average
<b>Instructor - Phillips, Ore</b>	157	14.65%	17.20%	6.37%	22.29%	39.49%	<b>2.45</b>
<b>Summary</b>	<b>157</b>	<b>14.65%</b>	<b>17.20%</b>	<b>6.37%</b>	<b>22.29%</b>	<b>39.49%</b>	<b>2.45</b>

## Instructor - Phillips, Ore

	N	5-	4-	3-	2-	1	Average
<b>Overall, instructors were effective (e.g., demonstrated mastery of the subject matter, responded fully and completely to questions, provided relevant examples, etc.).</b>	157	14.65%	17.20%	6.37%	22.29%	39.49%	<b>2.45</b>

### Please provide any comments you have about the instructor:

- Provided interns with his personal experiences during his internship.
- Fun guy. Answered questions well
- such great enthusiasm! I also liked that he went to get an MBA and the energy he brought to the stage.
- Funny yet informative
- Ore was a great guy to be around with.
- good

\* N = Number of Evaluations

## Response Rate

Form Type	Evaluations Sent	Evaluations Received	Response Rate
Post Event	0†	181	-

†The number of conference sessions selected for evaluation.

## Report Recommendations

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### Recommended Links

## Report Criteria

**Reporting Date:** Jun 19, 2013 to Jun 19, 2013  
**Category:** Instructor;  
Learning Effectiveness

**Include Comments:** Yes  
**Scale:** 5 Low - 1 High  
**Scale Header:** Strongly Disagree, Strongly Agree  
**Session:** Internship Expectations and Program Close

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