



**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,

A handwritten signature in black ink, appearing to read "Andrew B. Wolff". The signature is fluid and cursive, with a large, stylized "A" and "W".

**Andrew B. Wolff**

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