

ORIGINAL EMAIL

Follow up by 31 August 2004 17:30.
You replied on 23/03/2008 13:25.

From: Hughes, Ceri

Sent: Tue 31/08/2004 12:56

To: Liz

Cc: Rawé, Noëlle

Subject: Feedback, as requested - Noelle Rawe

Dear Liz

Noelle has asked various people, including me for feedback on her performance, which I am happy to give.

Noelle has been involved in a number of initiatives this year that have also involved me. The main areas were the adoption of the KPMG Way and the development of a variety of websites and new pages of the last year.

The first thing to say about Noelle's approach to the preparation of many hundreds of documents and packs in order to meet very aggressive deadlines is that her work rate and application were astounding. I don't think anyone really believed that the re-branding of all those packs was possible against the tight time scales. She made it happen, however, and did so with an attitude that instilled confidence in the rest of the team. I cannot overstate how important her contribution to and leadership of this exercise was.

My team and I have had lots of contact with Noelle in the last year as she has got to grips with the microweb tool and undertaken lots of development and helped a variety of TS teams in presenting their content via the website. She has learnt the necessary skills with great ease and is now very self-supportive. She does keep us in the loop, however, on all developments and I feel that due to Noelle's proaction and can-do attitude the credentials, toolkits, services areas of our website have made huge progress.

Noelle is a great asset to the TS Central team as she is very knowledgeable about large parts of the business and is a great person to share ideas with and bounce around different suggestions. I value her opinion. She adds an element of fun to our area and can often offer a light-hearted word to calm a situation!

As I mentioned Noelle has a can-do attitude. This means that she is approachable and people seek out her opinion and input. She often has a large workload, but seems to manage this very effectively, dealing with the demands of numerous internal customers.

I enjoy working with her very much and look forward to more opportunities to do the same.

Please let me know if you would like to take up any points in further detail,

Best wishes
Ceri

(NB: If the linked documents don't open, try with:



From: [Hughes, Ceri](#)

Sent: 31 August 2004 12:56

To: [redacted], Liz [My line manager at the time]

Cc: [Rawé, Noëlle](#)

Subject: Feedback, as requested - Noelle Rawe

(NB: I have highlighted the parts that contrast like day and night with Hughes' 'assessment' of my performance, on [09.10.07](#) (*), for the second half of 2007 – sections 8.1 to 8.3 [KPMG page](#).

On [24.10.07](#) (*), Peter Bassett, partner, and Kathy Woodhouse, HR, repeated the fabricated 'failings' (as well as a libellous, highly vicious, cruel and perverse accusation) – sections 9.1 to 9.7 KPMG pg.

(*) I secretly recorded the meetings; they are placed under sections 8.1 and 9.1 respectively.

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Noelle has been involved in a number of initiatives this year that have also involved me. The main areas were the adoption of the KPMG Way and the development of a variety of websites and new pages of the last year.

The first thing to say about **Noelle's approach** to the preparation of many hundreds of documents and packs in order to meet very aggressive deadlines is that **her work rate and application were astounding**. I don't think anyone really believed that the re-branding of all those packs was possible against the tight time scales.

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PROVING what I said during Part 2 of my so-called 'performance appraisal' meeting with Bassett and Woodhouse – that, when I am the project manager / project lead, I ensure keeping people in the loop on developments: [lines 309-311 ; 78-86 ; 337-338 – other references: 45-49 ; 66-73](#)

...and **I feel that due to Noelle's proaction and can-do attitude** the credentials, toolkits, services areas of our website have made huge progress.

NOTE how, **3 YEARS LATER** – according to [Ceri Hughes](#) – during Part 1 of my so-called 'performance appraisal' meeting with her, on [09.10.07](#), and then **Bassett and Woodhouse** who endorsed it during the [24.10.07](#) meeting:

'I had changed' 'overnight' (as soon as the Mar 07 Knowledge Management event was over) **into an individual "who lacked initiative, proactivity, tenacity"**:

- [09.10.07](#): Lines 192-194 ; 271 ; 423-434 ; 442;
- [24.10.07](#): Lines 76 ; 324 ;

REALITY: Hughes was cutting me out of the loop - DELIBERATELY - from events and information I needed to do my work – so that they could then claim the 'failings' they voiced against me during the meetings:

- [09.10.07](#): Lines 197-201 ; 210-214 ; 256 ; 272 ; 438-441 ; 571-573 ; 578-580;
- [24.10.07](#): Lines 77-86 ; 105-106 ; 115-117 ; 297 – 311 ; 513-514 ; 532-539

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