

ORIGINAL EMAILS

From: Rawé, Noëlle

Sent: Fri 28/09/2007 16:03

To: Hughes, Ceri

Cc:

Subject: RE: Marketing sections now ready for setting-up on Portal

Thank you. I did not guess that it included loading the content.

As I replied to John, I am happy to have a go. As to the timing for my flagging this up, I need clarification from Jonquil as to how the content should be presented – and she is out of the office today.

I am going to make an assumption. At least, there will be some content on the sites. It can always be modified next week.

Re. extension on timing of performance appraisal and objective setting: no, I don't recall seeing communication on this.

Kind regards

Noëlle Rawé

Tel: +44 (0) 1223 353822 (Internal: 2233)

[Pitching Toolkit](#)

From: Hughes, Ceri

Sent: 28 September 2007 15:49

To: Rawé, Noëlle

Subject: RE: Marketing sections now ready for setting-up on Portal

Noelle

My understanding is per the conversation we had about 10 days ago when I asked you to help John, after you told me you had nothing to do and had had enough of familiarising yourself with SharePoint. I asked you to help John in preparing the Marketing section of the Portal for launch, and of course this includes putting the content into the Portal. Collecting the content was the first step, but of course it needs to be uploaded into the portal.

As John states Marketing have been told that after go-live they need someone trained and appointed into the role of content manager but we need to help them go live.

It might have been a good idea to call me or email early today to clarify this after seeing John's email rather than leaving until this late in the day.

As you will have seen there are extensions to both performance appraisals and goal setting discussions and on my

As you will have seen there are extensions to both performance appraisals and goal setting discussions and on my return from Rome I will be sending you a calendar invitation for your performance appraisal.

Kind regards
Ceri

Ceri Hughes
780

From: Rawé, Noëlle
Sent: 28 September 2007 15:35
To: Hughes, Ceri
Cc: [redacted], John W (US/San Francisco)
Subject: RE: Marketing sections now ready for setting-up on Portal

Ceri

Further to John's below email, it would appear that his understanding of my role is that it covers the KM requirements of Global Marketing.

My understanding when I approached Marketing c. two weeks ago was simply to assist John in obtaining the Marketing content for the new Portal.

Can you please clarify.

As my performance appraisal has yet to be conducted, and therefore my activities and objectives have not been set for the coming year – which starts next Monday – I am somewhat in the dark.

Thank you

Thank you

Kind regards
Noëlle Rawé
Tel: +44 (0) 20 7 188 1000

(Internal: [redacted])

[Pitching Toolkit](#)

From: [redacted], John W (US/San Francisco)
Sent: 27 September 2007 19:26
To: Rawé, Noëlle
Cc: Hughes, Ceri
Subject: RE: Marketing sections now ready for setting-up on Portal

Noelle,

You are going to have to be the person who helps work on this. I think that was the point of having you attend training and liaise with marketing. I don't have time to get to all this. Frankly, it will be Marketing's job to start putting content into the site if they want it to reach professionals. We do do this for everyone else and we work for marketing. I will try and look at their requests.

John
Associate Director, Knowledge Management
KPMG Global Advisory Services
415

From: Rawé, Noëlle
Sent: Thursday, September 27, 2007 9:18 AM
To: [redacted], John W (US/San Francisco)
Subject: Marketing sections now ready for setting-up on Portal

John

From: Rawé, Noëlle
Sent: Thursday, September 27, 2007 9:18 AM
To: John W (US/San Francisco)
Subject: Marketing sections now ready for setting-up on Portal

John

Following my 17 September email to Jane Bl... (attached) Louise, in Marketing has sent me the sections.

There are 4 emails:

- 1) For the Winning Business home page. I understand you have discussed that with Louise. I don't know how this content should fit in relation to what there is already on the page.
- 2) For Growth
- 3) For Performance
- 4) For Governance

For sections 2 to 4, in each instance there is the introduction for the page, and some sub-sections – which are contained in separate Word documents attached to the email.

For example, Growth has two Word documents: (a) Entering new markets; (b) Value from major infrastructure projects and alternative assets. I don't know what the intention is in terms of displaying these contents. Louise could not say. Need to talk to Jonquil (who is currently out of the office).

In the meantime, in terms of going forward, do you have somebody who can start working on this? (It does not look as though Marketing has a KM person) (While 'shaky' because very new to it, I could help, but I don't think that I have admin rights)

Thank you

Kind regards
Noëlle Rawé

From: [Rawé, Noëlle](#)
Sent: 28 September 2007 16:03
To: [Hughes, Ceri](#) [MY LINE MANAGER]
Subject: RE: Marketing sections now ready for setting-up on Portal

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As I replied to John, I am happy to have a go. As to the timing for my flagging this up, I need clarification from Jonquil as to how the content should be presented – and she is out of the office today.

I had not copied Hughes on the (above and below) email I had sent earlier on, on that day, at 09h18, to John, stating that I had nobody I could talk to – mentioning Jonquil and Louise.

I am going to make an assumption. At least, there will be some content on the sites. It can always be modified next week.

Re. extension on timing of performance appraisal and objective setting: no, I don't recall seeing communication on this.

See my [28.09.07-15h35](#) email that includes my Comments

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



Kind regards
Noëlle Rawé

From: Hughes, Ceri
Sent: 28 September 2007 15:49
To: Rawé, Noëlle
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Noelle

My understanding is per the conversation we had about 10 days ago when I asked you to help John, after you told me you had nothing to do and had had enough of familiarising yourself with SharePoint.

I referred to events briefly under Header 9.5 of my [17.01.08](#) Grievance (section 11 [KPMG page](#)), and discuss them under section 6(6) KPMG pg.

Hughes was playing games.

I asked you to help John in preparing the Marketing section of the Portal for launch, and **of course this includes putting the content into the Portal**. Collecting the content was the first step, but **of course it needs to be uploaded into the portal**.

As I stated on e.g. [p7 of my Performance Appraisal form](#), I had just gone on a training course on the new portal (e.g. [24.09.07](#) email) - which, as I explained, **line 465**, of my [09.10.07](#) so-called 'performance appraisal' meeting with Hughes (I secretly recorded; recording under [section 8.1 KPMG pg](#)), was different from the KPMG set-up.

Hence, the day after I had finished the course, she was expecting me to load content under the new platform **= Hughes and Peter Bassett, partner, were counting on adding to their sadistic kicks.**

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On 9 Oct 10, [lines 473-476](#), Hughes claimed 'surprise' at John 'not telling me what she had told him'...but nonetheless opted to hold it against me – section 8.3 [KPMG pg.](#)

Thank you
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Noëlle Rawé

From: [✕], John W (US/San Francisco)
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Associate Director, Knowledge Management
KPMG Global Advisory Services
415[✕]; [\[✕\]kpmg.com](#)

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