

Summer Intern 2016 – Performance Management

Objectives: In consultation with their manager, interns should identify 3 to 4 objectives to be completed over the summer

Objectives	Rating (to be completed by manager at end of internship)
1. Assist the IT actuarial support team in capturing actuarial grid usage and error/rerun statistics for a retrospective analysis of grid utilization for the Q2 actuarial close.	Excellent
2. Gain exposure to actuarial tools, processes, and the actuaries themselves to better understand the day-to-day of their career path.	Successful
3. Learn how to retrieve data from a SQL server database, package it up with stored procedures & SQL code, and present it back to the team to facilitate insight and analysis.	Successful
4. Bring a spark of new ideas and question the status quo of the IT team.	Excellent
5. Intern Project	Excellent

Behavioral Framework: At the end of the summer, managers and interns should reflect on the interns performance against the below dimensions

Behavioral Dimension	Employee/Manager Comments
Building Capability: Drives own personal development	Elise quickly completed and surpassed expectations with the tasks we gave her. She sought out things to learn during her time here (SQL, VBA) on the IT side of the aisle when the actuarial analysis wasn't enough.
Change Leadership: Demonstrates willingness to implement change that adds value	Seemingly un-phased by the concept of interacting with 'production' (and often the fear that goes with it), Elise settled right in and worked directly with Kayla Murray asking questions, offering ideas, etc.
Focus on Customer: Delivers service to internal/external customers in a reliable, attentive and available manner	The exposure was to internal customers only, but the data we asked Elise to provide was always completed on time for the weekly client meetings.
Living through AXA Values: Demonstrates the AXA Values consistently- Team spirit, innovation, pragmatism, professionalism, integrity	Team spirit. If there are two words to describe Elise's time with us this summer they are team spirit. She's added quite a spark to our group, and it's a gift she should continue to use throughout her career, wherever it takes her.
Results Orientation: Ensures timely high quality deliverables	Similar to the focus on customer dimension, I'd add here that the first thing Elise would do each day was capture results and prepare them for later meetings with Kayla. She had other tasks with the intern project and meetings, but always focused on the original tasks first.
Share to Succeed: Shares ideas, knowledge and information beyond their team.	The hAXAthon was a huge success, and I think each of the interns brought their different skills to the table. It was apparent Elise did quite a bit of the logistical prep, and handled email communications to the general IT audience.
Strategic Vision: Knows the impact of their job relative to the business priorities and acts accordingly	Some of the tasks we gave Elise were rather mundane, but when rolled up they provide a huge benefit to the FMF project and to discussions we are going to have in the coming weeks. What took the team several weeks after the fact at year end was pulled together almost real-time with Elise's help this summer.

Team Leadership: Contributes to the team's high standard of performance	There were a few elements of leadership Elise demonstrated (perhaps unknowingly) which contributed to the team. She brought people together with the walking club (and wouldn't take no for an answer), added quite a bit of color to her cube (which brightened everyone else's), and always asked if there was more she can do to help us.
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Overall Performance Rating: At the close of the internship the manager should select an overall rating for the intern and provide supporting comments

Overall Performance Rating Rating Scale: Outstanding Excellent Successful Partially Successful / Developing Unsuccessful	Excellent
Manager Comments	Understanding Elise is earlier in her career than most other interns, I think she did an excellent job for us this summer – and we could have probably pushed her even more. I'd like to see her ask even more questions as she gets deeper into her field, as the only "bad" questions are the ones that aren't asked. Some advice I'd give is to continue to pursue IT interests in parallel with the actuarial ones – as the two fields seem to be converging more and more in the industry. I know our whole team would echo the sentiment that it was a pleasure to have Elise with us this summer, and we wish her the very best wherever her (bright) future takes her.
Employee Comments	I want to thank Casey, Nick and Tony for making this internship one of the best! I had fun while also learning a lot, and I am very grateful for every opportunity that was given. It is extremely evident that AXA is a great place to work and provides their employees with an endless amount of opportunities. I felt welcomed right from day one and I think that has to do with the people here. Everyone looks out for one another and leans on each other for support. With this being my first internship, I don't have much to compare to, but AXA is at the top of my list. I would be grateful to work for a company that puts its employees first and provides the ability for a person to grow in many ways. Casey, Nick and Tony, along with the many other people I worked with showed the true collaborative and supportive spirit of AXA. I am glad I had the opportunity to work with them and learn from them.