

Pricewaterhouse coopers finance department

Business



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With the main goal of having a thorough understanding of the company's human resource policies, this trip report focuses to put PwC's perspective on its people in the spotlight.

Throughout the interview, Baird emphasizes that human resources are the essential strategic partners that help PwC accomplish their goals and reach their specific objectives. When asked how the company values its employees, Baird responded, " It is our people who create the experience of PwC for our clients and ultimately makes us distinctive. The clients of PwC firms all over the world select us and judge the quality of our service by the people they meet and who serve them on a day-to-day basis."

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What then makes the people of PwC distinctive Baird stated, " The first element that differentiates our people is their individual quality. Each PwC firm is dedicated to recruiting the best people, helping them develop their skills and competencies, and enabling them to realize their full potential. People who join our organization are expected to adopt our shared values, as exemplified in our Global Code of Conduct. As they gain experience and build technical and commercial expertise, we also help them grow as responsible leaders. The second element is connected thinking, which brings our people together throughout our global network and encourages them to collaborate and support each other, using their collective experience, industry knowledge and business understanding to deliver consistent service, which clients truly value."

PwC considers its people as one of its core competencies. Thus, it opts to nurture its employees and keep them happy and motivated to excel in their positions: " In any business, a happy team is more likely to be a high

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performing team. Employees who enjoy their work and are fully engaged with us are also more engaged with our clients, delivering higher quality, and creativity as a result." Recognizing this, PwC focuses on staff retention conduct an Annual Global Survey to help it " understand its people's level of engagement and commitment to PwC." So, how does PwC build people's engagement " One is by encouraging and enabling them to work flexibly to suit their own lifestyle and personal priorities-a commitment that is led from the top and that applies at every level of the organization. To ensure our people benefit from the best possible learning opportunities, we frequently run development programs in partnership with business schools. We also have talent management programs in order to develop future leaders in our different firms.