

FREUDENBERG FST ACADEMY

Especially during 2018-2019 (before the Corona-crisis started), our company was experiencing big leadership challenges due to the outbreak of new technologies particularly in the automotive industry, such as autonomous driving, e-mobility, industry 4.0, etc. These big and new challenges, together with other global trends, highly impacted and still influence our business and the way we lead it and lead people.

Our leaders were facing a decrease in trust and increase in stress. Our employees were at the same time complaining of lack of clarity on expectations and even of empathy from the company's leadership. In general, the stress level in the company was very high and many employees had the feeling of being micro managed.

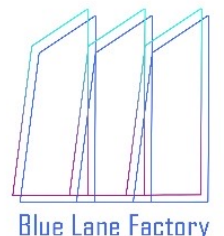
In that context, Philippe partnered with us training and consulting our leaders in Europe, the United States, Canada, Asia, India and South America. His expertise and the tools shared by him definitely helped our leaders to deal with different topics in a more professional and effective way; for example: involving and empowering key stakeholders, create a feedback culture, bring tough messages in a constructive way, engage people for an authentic purpose, merging well-being and performance etc.

After these positive experiences, all leaders in the company that worked with Philippe in the past years were way better prepared to face the enormous challenges brought by the Corona-crisis.

For all this, I highly recommend Philippe as a competent partner and consultant in regards to leadership development.”

Raúl González
Global Director – FST Academy
FREUDENBERG
Freudenberg Sealing Technologies

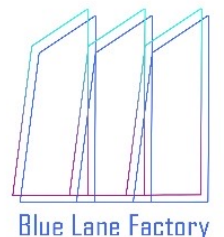
Human Resources
Learning & Development



FREUDENBERG NOK

“Phil facilitated a Leadership Development program I attended over a 6 month period in 2019. He is very passionate about his message and more importantly, a great listener. The program and his approach was refreshing using real life examples. He encouraged everyone to be an active participant during the program. Phil customized and made practical and hands on his message for each of us, highlighting our strengths and suggesting areas for improvement in such a way that I could see clearly the link with my role as a Laboratory Operations Manager. After each module was completed, I always spent time to evaluate what I could do differently with my team. He has helped me take the next step in my professional career.”

David Clark, P.E.
Central Lab Operations Manager at **Freudenberg NOK**



ABBVIE

“I know Phil for many years and consulted him several times to train and develop upcoming talented professionals.

His ability to link theory with real-life practice makes his approach very enriching for Medical professionals looking for a training with lasting impact in their daily job.

Phil makes development concrete for trainees as well as for seasoned senior experts in our organization.”

Erwin Bouillon

Director Specialty Care at **Abbvie**

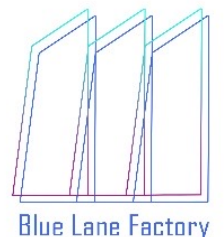
HRA PHARMA IBERIA



“I have been contracting with Phil Chapel for almost one year. Phil is an expert in sales techniques as well as in ways to lead and really motivate people to achieve excellence in their job. He is a very empathetic person with a great sense of professionalism. Phil demonstrates to have deep knowledge about human essence and is able to pass his knowledge with great seniority. I would recommend Phil and his services to any institution or company.”

Sofia Ferreira

Country Lead Iberia Rare Diseases at **HRA Pharma Iberia, S.L.**



MICROMIL



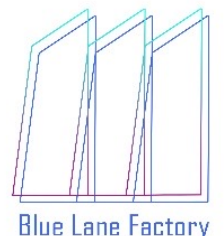
“Phil Chapel is an outstanding person and professional with amazing communication skills. I had the pleasure to experience Phil’s work when he came to Portugal perform first a Leadership course and then a sales course.

The first impression is very good but I can promise you that it will only increase with the time spent ,fortunately , with this fabulous professional. Phil’s approach is super practical with many exercises.

I strongly recommend his work.”

Antonio Dias

Sales Manager at Healthcare & Medical Division **Micromil**



FILTRATION GROUP CORP.



“I took a six-month long leadership development class with Phil in 2019.

This class was one of the pivotal development chances in my professional career. Not only did Philippe reveal opportunities to improve myself professionally but the class content highlighted my strengths and how I can continuously augment those.

At the heart of this class and self-improvement was Philippe. He took our Executive leadership team, a diverse group of individuals -of which some with huge experience in our company and others freshly hired- and spent time understanding their individual businesses and nuances. He deployed an actionable and customized training program that each class member took back to their day to day businesses.

Philippe held the leaders accountable for their improvement, asking for use cases and performing check ins on how we were applying the course materials. Most of the time, trainers are someone who mainly communicates content to an audience.

Philippe is much more than that. He is a business partner helping individuals understand opaque concepts such as culture and make tangible plans so one can deliver organizational improvement.

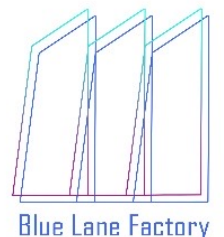
I was able to institute demonstratable leaps forward in department and individual morale because of Philippe’s effective leadership development approach. I highly recommend him as a leadership development partner in the areas of sales training, culture improvement, and organizational change.”

Matthew T. Taylor

Head of Sales and Marketing, North America and Japan

Filtration Group Corporation - Filtran

Making the world safer, healthier & more productive



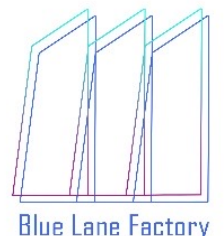
FREUDENBERG SEALING TECH

Our company will train every lead function in leadership skills. For this Phil was my trainer in our leadership Program. The training was scheduled for 12 months and it was a really great opportunity to learn how to lead, how to speak to colleagues and employees. We made a lot of role games and he gave a very deep and clear feedback.

Not only was Phil the best Trained I ever met (with a very good time management by the way) - also he himself is a very good man. We have had a lot of fun within the trainings, although it was very intensive and demanding.

After that training I felt a real success. It was much easier to give feedback (positive and negative). I improved myself a lot but my improvement journey just started. I'm looking forward for further trainings with Phil.

Michael Peters
Head of Global SCM and Strategic Projects bei
Freudenberg Sealing Technologies GmbH



MOBILEXPENSE



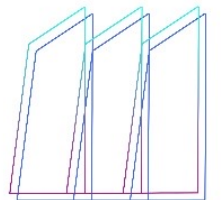
mobile**xpense**

Phil is great as Trainer and coach. I had the pleasure to meet him last year at the start of a Leadership and Management course. He works passionate towards the defined goals and does this in a very empathetic manner.

He was very instrumental in unlocking the potential of individuals within our organization. He is very dynamic and creates a friendly, safe though positively confronting working atmosphere that gets people to leave their comfort zone voluntarily.

I recommend Phil – he did a great job in efficient coaching and in individual performance reviews.

Erwin Stevens
Chief Operating Officer MobileXpense



Blue Lane Factory

PHOENIX CONTACT



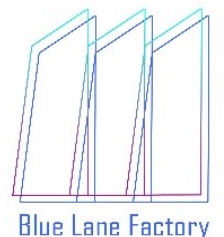
“I know Phil as an excellent People booster first and foremost because he is a great listener and always curious.

He actually took time to listen to my description of our current challenges and then he asked the right questions and developed the appropriate training and development approach - always taking into account our organizational culture.

Working with Phil always produced valuable insights for us and made the next steps of our path a little clearer.”

Michael Brenker

Organizational Change Manager at **Phoenix Contact**



CISCO /SOS



“Phil is a great Leadership coach who always places the needs of his Customers first. He is very creative and able to work comfortably and professionally in different languages and business cultures.

In my experience his Customer projects always deliver results and value that exceed the Customer's expectations.”

Steven Brothwood

Group Deputy General Manager at **SOS**

