

TESTIMONIALS

"Rob's expertise in coaching and change management better prepared members of our team for the significant change resulting from the merger that our company was undergoing. His support was instrumental in preparing our managers to better assimilate change which contributed significantly to quickly and successfully bringing our companies together.

Later I engaged Rob to support me as a thought partner and to lead our Emotional Intelligence Initiative. His support to me and my team has been terrific and is having a significant positive impact on our team and on business results "

Tony Alvarez

**President and Representative Director (Prev)
Senior Vice President, Global Human Health**

**MSD KK
Merck**

What differentiates Rob from those in his industry is:

- 1) He has actually run a real-world brick and mortar business and has first-hand experience which he shares in terms of approaches to overcoming problems that worked or those that did not. He can also relate to the impact business decisions have on individuals and teams either as decision makers or those being impacted.*
- 2) He is well read in terms of the academics relating to leadership, emotional intelligence, and team dynamics and, knows how to bring the best of that academic learning to apply to the situation being faced. Importantly however, he is not wed to any single philosophy. In life there is no one right answer and I really appreciate that he doesn't see the world through a single lens.*
- 3) He is perhaps one of the most sincere and empathetic persons I have ever met. His commitment to the people he works with has truly amazed me. I know from talking to him, and to others that have worked with him that his level of commitment to support the people he works with is complete.*

David Peacock

Chief Of Staff, Office of The Chairman, President, & CEO MSD-Merck

"Rob's support extended beyond helping me through the changes due to merger. He was instrumental in helping me achieve one of my key life goals. This was invaluable support that goes beyond that of any professional achievement I could really think or dream of. And for this I'm extremely grateful."

Jean-Marc Morange

President

CSL Behring-Japan

Rob helped me gain control over the combined medical organization. His coaching for me was based on real life perception and had deep and direct impact to transform our teams performance. It is a pleasure to work with him and I owe him a lot!

Kurt Rimkus DR. med

Director Medical Affairs

MSD KK

"Rob's support had a significant impact on my success and improving business results both when I was leading the sales division and later HR. I genuinely value his insights regarding our development needs as well as the scope and depth of his analysis and commitment."

Sachio Takeda

VP Human Resources

Pfizer

"Rob has an especial ability to bring people together towards a common goal. He can walk into a room of people fighting and when he leaves they are united in purpose."

Ann Rogers

Chairwoman

American Committee for KEEP

"While I only worked with Rob for a short time while in Japan, my experience with him during that time has given me the highest respect for his abilities, his courage and most of all, his character. He has especial sensitivities and skills"

Alan B. Bootes

President and CEO (Retired)

Pfizer Japan Inc