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## Recommendation Letter

I have been working with Raphael H Cohen for almost 5 years and I look forward to continue developing this fruitful partnership.

Raphael H Cohen has definitely introduced the concept of Intrapreneurship in our organization. By using the IpOp Model that he has designed, he has brought a tangible and effective process which is now identified as a key contribution to our company innovation practice.

During his training programs (Agility Booster) or in the specific supports that he provided us with, Raphael H Cohen has always been committed to share his skills and knowledge for the benefit of our employees and the entire organization.

For an organization like ours very committed to technological innovation Raphael H Cohen's expertise brings additional value by stretching innovation beyond technology.

His academic approach combined with his practical experience in entrepreneurship has proven to be powerful tools for people development. The experts constituting his network are also part of the success of his programs.

Driven by a particularly acute business savvy, with a passion for innovation and an unconventional approach for training, Raphael H Cohen has often been a source of motivation and enthusiasm for our people. He has also managed to perfectly understand, adapt and immerse himself into the corporate culture of our company.

Finally his always respectful but constructive way of forcing us to challenge our own practices has very frequently proven to be appropriate and in line with our needs.

For all these reasons I recommend without restriction Raphael H Cohen to any organization wishing to increase its agility while engaging its managers in a continuous development process.

A handwritten signature in black ink, appearing to be 'Ridha Messabih', written over a large, light-colored oval shape.

Ridha Messabih  
Head of Leadership & Organization Development