

FOL (B1) 2025, M1 - Actions & Applications

Post Training Application, Response & Effectiveness Report

based on responses measured and computed by ResultsLab

Campaign Details

Title : **FOL (B1) 2025, M1 - Actions & Applications**

Description : Stories of how ideas learnt during your FOL experience in Bangalore from 5th-9th May 2025 were applied at your workplace.

Created : April 21, 2025

End Date : Oct. 22, 2025

Company : **Freudenberg**

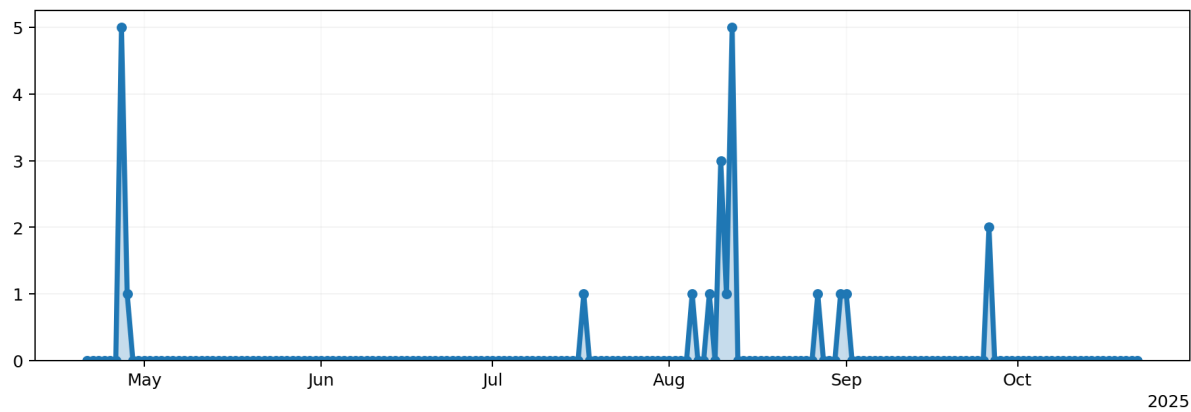
About ResultsLab

We use ResultsLab as a platform to track training effectiveness of the participants in the training program. ResultsLab provides an individual platform for participants to update and track their behavioral changes following the training program. Participants are encouraged by trainers, both during and after training, periodically through emails, to log in and document their progress. This is a voluntary exercise that is undertaken by the participant. Participants are given a 45 day time window to implement the learning that was imparted in the training programs. The responses given by the participants is available to the participant, and the participant's organization only. Following this is the methodology reports.

Overview

23 Total Response(s)

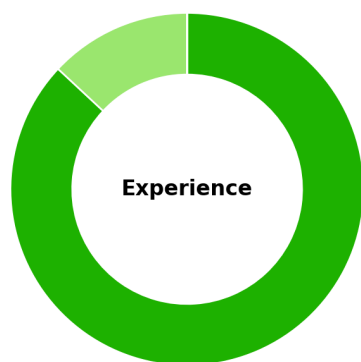
The chart below depicts the number of responses over the course of the event.



23 Total Response(s) and 24 Total User(s)

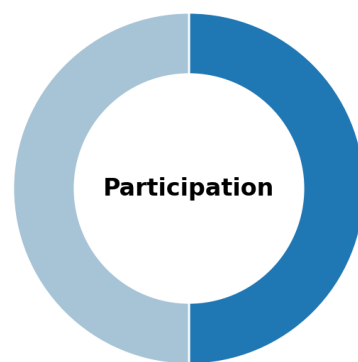
The charts below depict the experience and participation over the course of the event.

Excellent 87% Ok 0% Terrible 0%
Good 13% Bad 0%



The above distribution refers to the cumulative experience of the people who have responded.

Participated 50% Inactive 50%



The above distribution refers to the percentage of people who have responded at least once.

Participants

Groups:	FOL (B1) 2025 - Module 1
Managers:	Abhishek Kumar - abhishek.kumar@rippleslearning.com Dishaa Singhal - dishaa.singhal@rippleslearning.com
Observers:	Abhishek Kumar - abhishek.kumar@rippleslearning.com Snehasis - snehasisgouda.sg+220401@gmail.com

Participants

2 Resp.	Farukuddin Gazi - farukuddin.gazi@freudenberg-filter.com
2 Resp.	Shree Gopal - shree.gopal@klueber.com
1 Resp.	Harshal Bindoo - harshal.bindoo@freudenberg-filter.com
1 Resp.	Ganesh mani Kannan - ganeshmani.kannan@freudenberg-pm.com
1 Resp.	Harsh Dhobi - harsh.dhobi@freudenberg-filter.com
1 Resp.	Chaitanya Gadgoli - chaitanya.gadgoli@freudenberg-filter.com
3 Resp.	Aadil Khan - akhan@chemtrend.com
1 Resp.	Shruthi Chandrashekar - shruthi.chandrashekar@klueber.com
0 Resp.	Snehasis - snehasis.gouda+2204@rippleslearning.com
0 Resp.	Abhishek Kumar - abhishek.kumar@rippleslearning.com

- 1** Resp. **Samir Majumder** - samir.majumder@klueber.com
- 1** Resp. **Mashkoor Alam** - mashkoor.alam@freudenberg-filter.com
- 0** Resp. **Sachin Nimavat** - sachin.nimavat@freudenberg-filter.com
- 7** Resp. **Pawan Bhandari** - pawan.bhandari@klueber.com
- 0** Resp. **Dishaa Singhal** - dishaa.singhal@rippleslearning.com
- 0** Resp. **Snehasis** - snehasisgouda.sg+220401@gmail.com
- 0** Resp. **Hitkamkumar Pandya** - hitkamkumar.pandya@fhp-ww.com
- 2** Resp. **Ganesh Manjunath** - ganesh.manjunath@klueber.com
- 0** Resp. **Aashish Adhikari** - aashish.adhikari@freudenberg-filter.com
- 0** Resp. **Lavi Budden** - lavi.budden@freudenberg-filter.com
- 0** Resp. **Vaibhav Chandane** - vaibhav.chandane@freudenberg-filter.com
- 0** Resp. **Shivshankar Ghongade** - shivshankar.ghongade@freudenberg-filter.com
- 0** Resp. **Yuvaraj Sreedhar babu** - yuvaraj.sreedharbabu@freudenberg-pm.com
- 0** Resp. **L Jude Vaz** - jude.vaz@surtec.com

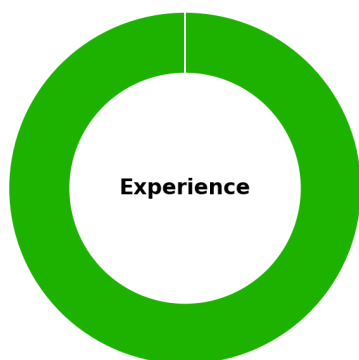
Topics and Questions

Topics: **Listening**

Question: Were you able to offer deep listening to the other person by giving them attention and minimizing your interruptions?

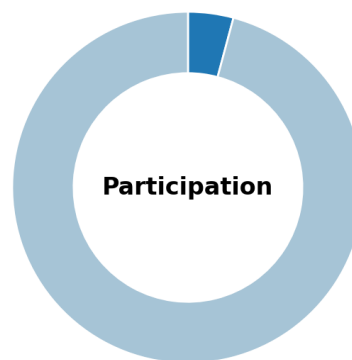
1 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



The above distribution refers to the cumulative experience of the people who have responded.

Participated 4% Inactive 96%



The above distribution refers to the percentage of people who have responded at least once.

Participants who responded

Pawan Bhandari - pawan.bhandari@klueber.com

Excerpts from Responses

Situation: Customer was happy and satisfied with his ongoing product in use and was not willing to discuss on new activity in the application

Action: I tried to demonstrate customer the various case studies, product details and speciality, he was convinced and was keenly listening with many questions in his mind for the new idea i have proposed

Result: He confirmed the line of action and how to approach with this idea

Experience: Excellent

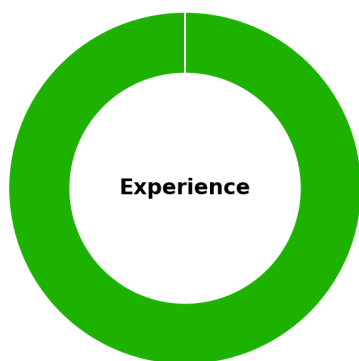
Pawan Bhandari — pawan.bhandari@klueber.com

Topics: **Emotional Intelligence**

Question: Share a real instance where you demonstrated emotional intelligence - by demonstrating self-awareness and management of your own emotions - and sensitivity and empathy to other's emotions

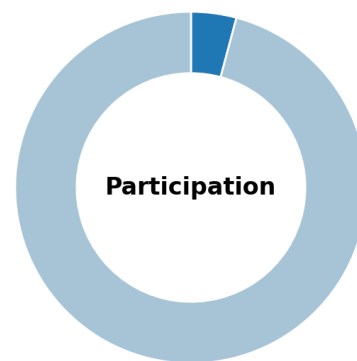
1 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



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Participated 4% Inactive 96%



The above distribution refers to the percentage of people who have responded at least once.

Participants who responded

Harshal Bindoo - harshal.bindoo@freudenberg-filter.com

Excerpts from Responses

Situation: As we are struggling to provide customer requirement from last few months, management decided to procure 6 new machineries on fast-track mode and finalize this machinery will procure from oversize country & within 2 months of span & for installation we had only 15 days. This is very critical task to complete in short span.

Action: Initial I take take this as challenge, but when we went to supplier for trials then there is no machine reediness, so at that situation i am little bit

aggressive to complete the takes on time, but after some time i realize supplier is going in panic situation due to aggressive ness, then I decide & take a meeting with supplier & Adopting an assertive and practical approach that i suggest to supplier to complete 3 machine first in one week & remain 3 machine complete in next week, also suggest to dispatch these machinery in 2 batches so that our team also having some time for installation.

Result: I as change decision to make 2 batches for completion of these machine , due to this supplier didn't had pressure for completion of task, the picnic situation for supplier is also eliminated, along with our team also had some time for machine installation as the machinery came in 2 batches, due to this utilisation recourses also done in proper manner.

Experience: Excellent

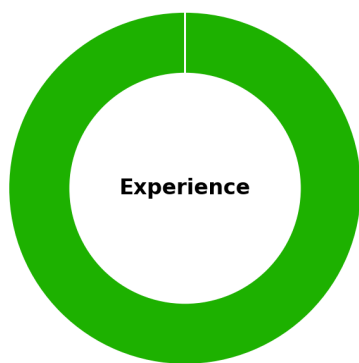
Harshal Bindoo — harshal.bindoo@freudenberg-filter.com

Topics: **Receiving Feedback**

Question: Tell me about a specific situation when you were able to listen and accept people's feedback without offering any justification?

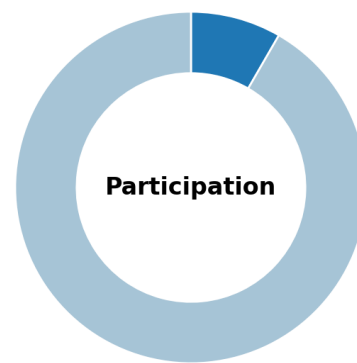
2 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



The above distribution refers to the cumulative experience of the people who have responded.

Participated 8% Inactive 92%



The above distribution refers to the percentage of people who have responded at least once.

Participants who responded

Shree Gopal - shree.gopal@klueber.com

Pawan Bhandari - pawan.bhandari@klueber.com

Excerpts from Responses

Situation: Annual Talent's Review Process

Action: I have paid attention to my manager's feedback because we are discussing and meeting throughout the year for daily working. I came to know about my area of improvement. For example, he told me to increase my people skills. I have tried this with one of my DSR. Along with I was working with for a project. I called him for dinner where we have not discussed anything about

business. The DSR who was earlier not opened about his concerns to complete project. From next day he started sharing all data's and concern.

Result: This helps me in better understanding regarding their expectation from their end and from my end.

Experience: Excellent

Shree Gopal — shree.gopal@klueber.com

Situation: During visit to sugar industry customer, the engineer there was bit egoistic and was always trying to neglect person who is trying to cross him; never listen and closes the business with the concerned supplier

Action: 1. As in my first interaction i tried to gave some technical justification on our lubricant as over other, he suddenly jumped out of discussion saying you are proving you are best and others are just not having any good quality products.

2. After a week i revisited the customer with a clarity in mind that i will just listen to him and say sir you say what can i do for you

3. I also urged him that during last visit i mentioned much about my product and then realised you are also using a good quality product, but in case i can make a difference with your support it will help to start new business with you

Result: 1. Customer was happy in 2nd visit

2. He gave me other application to work and suggest our product

3. We succeed in the application he gave primarily

4. Now i am back in discussion for the initial application for which i visited and he is positive for the changeover

Experience: Excellent

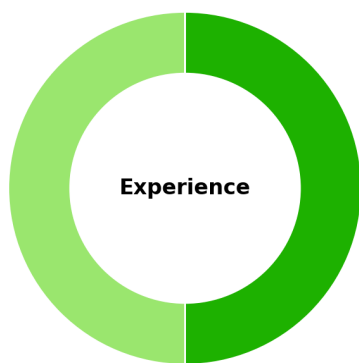
Pawan Bhandari — pawan.bhandari@klueber.com

Topics: **Understanding Leadership**

Question: Share an example when you were able to identify your role model, your strengths and improvement areas at work?

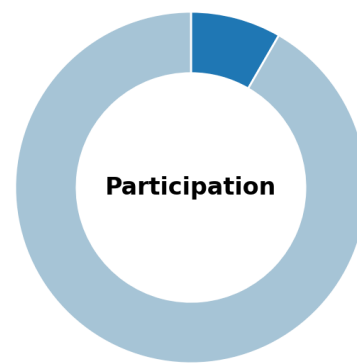
2 Response(s).

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Good 50% Bad 0%



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Participants who responded

Pawan Bhandari - pawan.bhandari@klueber.com

Ganesh Manjunath - ganesh.manjunath@klueber.com

Excerpts from Responses

Situation: I went from an operator to a Senior Executive Q.A. and adopted all the management work quickly. This will be the role model for all the other operators.

If there was any problem at the customer site, I used to go there and give the proper solution to solve the problem.

Action: In one of the cases, we used to get a lot of choking problems in the aerosol cans. So, then I went personally to the customer's place and

demonstrated how to apply and how to use the cans before and after usage of the cans.

Result: As a result, now the choking problems have been solved, and we are not getting any more complaints thereafter.

Experience: Excellent

Ganesh Manjunath — ganesh.manjunath@klueber.com

Situation: During the development of Mining segment, i was initially given the responsibility to work with major OEM and generate new leads.

I identified myself as capable for getting OEM into discussion for performance based lubricant instead of conventional price based products

Action: 1. I started working and convincing the customer based on the two way of understanding that price and performance both go hand in hand

2. Initially customer was too rigid to listen the justification , but based on the feedback i tried to convince him to take a trial against the OEM approved products

3. Active listening and practical approach made the way to start the path of business

Result: 1. Customer was convinced

2. We got approval for trial against the OEM approved products

3. Customer understood the requirement of performance with price

Experience: Good

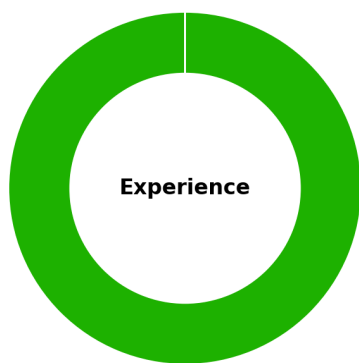
Pawan Bhandari — pawan.bhandari@klueber.com

Topics: Collaboration

Question: Share an instance when you were able to create a win-win situation with your colleagues, partners, subordinates. (Learning from Red-Blue game)

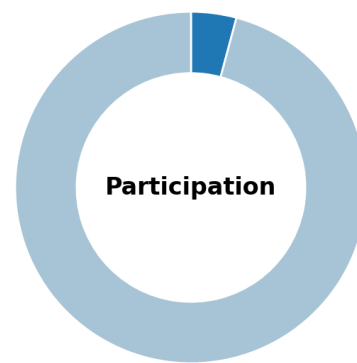
1 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



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Participated 4% Inactive 96%



The above distribution refers to the percentage of people who have responded at least once.

Participants who responded

Pawan Bhandari - pawan.bhandari@klueber.com

Excerpts from Responses

Situation: New product development with customer, tailor made

Action: I collaborated with multi functional teams inside and also with the customers customer to make the necessary trial after 3 times of failures and based on the value argumentation end customer supported with the same

Result: I was able to crack the new business with new product development

Experience: Excellent

Topics: Giving Feedback

Questions: Share a real instance of how you shared feedback with a team member on the basis of observation (and not judgment) and by taking a listening and a problem solving approach

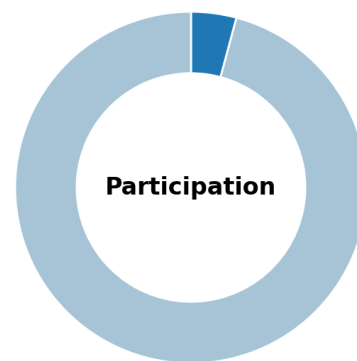
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Good 100% Bad 0%



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Participated 4% Inactive 96%



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Participants who responded

Pawan Bhandari - pawan.bhandari@klueber.com

Excerpts from Responses

Situation: Handling new DSR who was having good experience but not doing customer visit.

I made the judgement that if visit not done business will not be generated and i forced him to do so based on my observation, but

Action: 1. I keenly observed the DSR on practical grounds that if visit not done then how the business will be generated
2. I asked him to set the target on monthly sales and without visit how it will be

achieved; he failed by 50% in first month

3. Based on the output i gave feedback to start visit and note the output

Result: 1. As he started visiting customer, the sale was up by 20%

2. Based on the practical feedback, he realised my objective for his growth and agreed on the visit plan

3. Now he actively discuss the problem and also understand my view on sales activity

Experience: Good

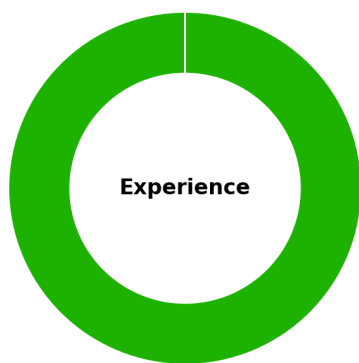
Pawan Bhandari — pawan.bhandari@klueber.com

Topics: **Building Trust**

Question: Share an instance when you able to build and maintain trust ?
(Blindfold Exercise Learnings)

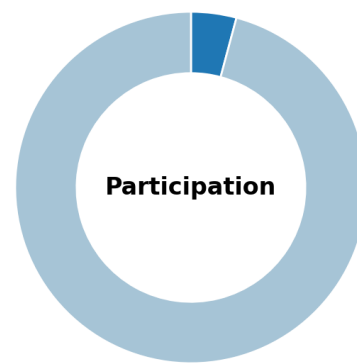
2 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



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Participated 4% Inactive 96%



The above distribution refers to the percentage of people who have responded at least once.

Participants who responded

Pawan Bhandari - pawan.bhandari@klueber.com

Excerpts from Responses

Situation: Customer has tried some competitor product other than recommendation and failed badly leading to plant stoppage perhaps he was not willing to go with any change

Action: Based on the technical backup he trusted and gave chance to trial

Result: We were successful in improving the machine performance to a good cost benefit analysis

Experience: Excellent

Pawan Bhandari — pawan.bhandari@klueber.com

Situation: Customer was rigid to change and listen to the value benefit

Action: Continuous follow up made the customer think on the statement i gave to improve and he realised the output improvment

Result: I was able to gain the customer confidence and he gave all the new project order only to Kluber and also supported with cross selling in existing project

Experience: Excellent

Pawan Bhandari — pawan.bhandari@klueber.com

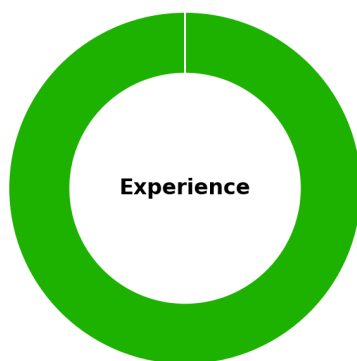
Topics:

Managing relationships- Red Blue

Question: Share a real instance when you created a win-win situation with your colleagues, partners, subordinates.(Learning from Red-Blue game)

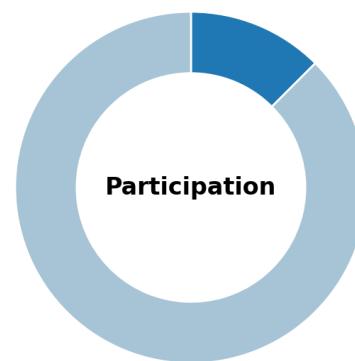
3 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



The above distribution refers to the cumulative experience of the people who have responded.

Participated 12% Inactive 88%



The above distribution refers to the percentage of people who have responded at least once.

Participants who responded

Harsh Dhobi - harsh.dhobi@freudenberg-filter.com

Samir Majumder - samir.majumder@klueber.com

Mashkoor Alam - mashkoor.alam@freudenberg-filter.com

Excerpts from Responses

Situation: I had noticed few gaps in reporting to our clints from us. Upon investigation, came to know that our service engineer and our DSR's from CP, is not conveying the visit reports to the higher officials of our clints. They simply visit, did the inspection of equipment and discuss with the site people and returned back.

Action: I started to give the feedback to our service engineer and DSR's regarding the above said activities and tried to convince them why this task is really important for us.

Result: My feedback was well taken by our said people, and they started to implement the same in customer end. This creates an immense effect in our clients site.

Experience: Excellent

Samir Majumder — samir.majumder@klueber.com

Situation: I was doing good business with one of my clients Zydus Lifesciences Limited till mid 2023 and suddenly they diverted their business to our competitor. But as a professional I was submitting offer but not a single order they placed to us, Personally I met engineering team and purchaser to identify problem and restart business, and I also gave extra discount on next offer but not getting order and business was 0 after mid 2023 to till Jun 2025.

Action: In Jun-2025 Sr. Engineer sent a mail for offer and I clearly shows Red and said I will not submit any offer now onwards. If you don't want to take Freudenberg, then why are you taking offer from us? Then his boss Engineering Head sent a mail and called me please submit your offer. I clearly shows red and said I will not submit offer. Then Purchaser also called me, and I was firm with my decision. Then they said we don't have any problem with your quality. Please submit your offer this time and we will positively try to give you order this time.

Result: Got the First order worth INR 4,22,639 on 11-Jul-2025, Then Second Order worth INR 5,52,007 on 2-Aug-2025 and Third Order worth INR 1,44,249 on 19-Aug-2025.

Experience: Excellent

Harsh Dhobi — harsh.dhobi@freudenberg-filter.com

Situation: One of my customers was facing problem of increase in dust level in their Paint booth it impact their final painted part (Approx. 35 – 40 % rejection of FG products) . Despite following all the guideline of filtration (EN779:2012) provided by Paint booth OEM this problem were not resolved.

Action: Considering above I had presented our observation as well as also gave a presentation on latest upgraded ISO standard ISO16890 to customers. And successfully convinced the customer to upgrade their filtration product as per the latest ISO16890 standard and customer agreed for this, and we got the purchase order of upgraded filter.

Result: As per my suggestion, customer installed the upgraded product in their Paint booth and their problems were resolved. This has created a good impact on customer in terms of our prompt customer response, providing problem-oriented solutions.

Experience: Excellent

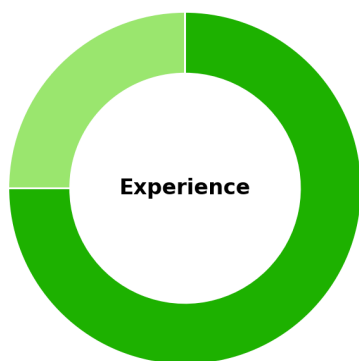
Mashkoor Alam — mashkoor.alam@freudenberg-filter.com

Topics: **Assertiveness**

Question Share a real instance where you moved from being aggressive or submissive to being more assertive (taking care of other's needs and your own needs)

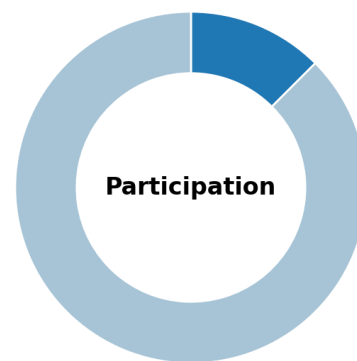
4 Response(s).

Excellent 75% Ok 0% Terrible 0%
Good 25% Bad 0%



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Participated 12% Inactive 88%



The above distribution refers to the percentage of people who have responded at least once.

Participants who responded

Farukuddin Gazi - farukuddin.gazi@freudenberg-filter.com

Shree Gopal - shree.gopal@klueber.com

Aadil Khan - akhan@chemtrend.com

Excerpts from Responses

Situation: A customer audit was conducted for the approval of a new machine, as per their standard procedure whenever there's a change in process or equipment. During the audit, the customer raised non-conformities (NCs), specifically noting that the machine work instructions were inadequate. They also recommended improvements and suggested revising the packaging work instructions to enhance traceability.

As the customer representative, I communicated these requirements to our technology team and initiated a meeting to discuss the necessary changes. We agreed on a target date to complete the required documentation and shared this timeline with the customer to address their observations.

However, due to unforeseen internal priorities, the technology team was unable to meet the initial deadline. I informed the customer of the delay, explained the situation, and successfully negotiated a revised target date.

Despite initiating follow-ups with the team to ensure timely completion, the tasks remained incomplete. This led to increased frustration from the customer, resulting in escalations and direct complaints toward me.

Action: Initially, I responded to the situation with a submissive approach. However, as customer frustration escalated and pressure mounted, I shifted to a more aggressive stance out of urgency and stress.

Recognizing the need for a constructive solution, I convened another meeting with our technology team to understand their challenges. Adopting an assertive and proactive approach, I decided to take ownership of the task: I committed to preparing the required documentation, implementing the necessary changes on the production line, and having the updates verified by our technology team. This approach allows our team to stay focused on their current priorities while ensuring that the customer's non-conformities are addressed and closed effectively.

Result: I successfully implemented the required changes on the production line and completed the necessary documentation. These updates were reviewed and verified by our technology team.

With their approval, I shared the closure evidence with the customer. The customer was pleased to see the actions effectively implemented, and our internal team also appreciated the proactive approach and resolution of the non-conformities.

As a result, the customer officially closed the audit points from their tracking system, and the situation was resolved smoothly.

Experience: Excellent

Farukuddin Gazi — farukuddin.gazi@freudenberg-filter.com

Situation: I have been asked by manager to do something which I didn't feel the right way to do it.

Action: This was the most difficult thing for me to carefront and be assertive for the right thing but keeping the learnings in mind I have properly conveyed the message that this is not the correct way of doing this particular work instead we can do in another way.

Result: It went very well and manager understood what exactly I was saying and agreed as well.

Experience: Excellent

Aadil Khan — akhan@chemtrend.com

Situation: I have been submissive throughout my life taking more care of others than myself but this particular situation I have to convey my distributor about certain points that he was not doing properly.

Action: I have started by praising the good things he is doing and also telling him about his strengths and then slowly came to the point so that he should not feel bad and very softly and clearly stated the expectations of us.

Result: Distributor was happy with the praise and was not offended with the lackings which I shared and agreed to work jointly to overcome the issues

Experience: Good

Aadil Khan — akhan@chemtrend.com

Situation: Meeting with new customer for sales call

Action: Earlier my approach was bit aggressive like I was going to customer and sharing all data in small-small portion like platter. But right now, I am paying more attention to customer's need, and I am listening to them carefully and according to their needs I am sharing my solutions.

Result: This assertive approach helps me get more attention from customer. Customer is sharing their problems openly which results in more sales value.

Experience: Excellent

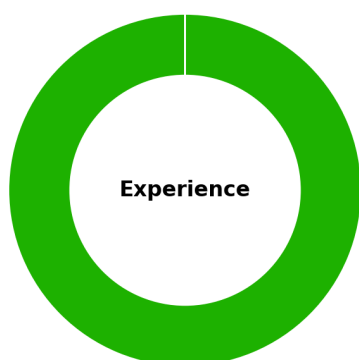
Shree Gopal — shree.gopal@klueber.com

Topics: **Verbal Behaviours**

Question 5. Share a real instance when you were able to communicate effectively by making communication two way and using verbal behaviours like Sharing Information, Paraphrasing, Summarizing etc.

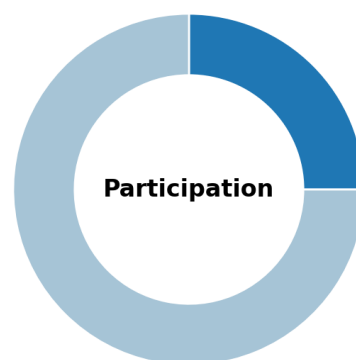
6 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



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Participated 25% Inactive 75%



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Participants who responded

Farukuddin Gazi - farukuddin.gazi@freudenberg-filter.com
Ganesh mani Kannan - ganeshmani.kannan@freudenberg-pm.com
Chaitanya Gadgoli - chaitanya.gadgoli@freudenberg-filter.com
Aadil Khan - akhan@chemtrend.com
Shruthi Chandrashekar - shruthi.chandrashekar@klueber.com
Ganesh Manjunath - ganesh.manjunath@klueber.com

Excerpts from Responses

Situation: I am sharing one customer complaint about how I handled the customer without any clashes.
One of the aerosols can cause choking complaints in the customer's place. So

management told me to go and solve the problem.

Before going to the customer's place, I tested the choking issues are there in our counter sample and found that there was no such problem in our cans. Then I went to the customer's place and started interacting with the manager and shop floor people, but they didn't allow me to speak, and they started firing at me, saying that your cans are not working, and all the cans are getting choked, so we do not want to buy your cans, etc. Then I stopped talking and started listening to them. After 1 hr they told me to speak.

Action: Then I explained why the choking is happening at your end, and the same cans are supplied to the other customers also, but why they are not facing any problem.

The problem with the end user is that they are not cleaning the nozzle of the cans after usage, and the particular product is wax-based, and it dries if they do not clean the nozzle after usage. And also, they should close the cap after usage.

When I saw the area where they are using it, it was full of dirt, and they are not closing the cap also so all the dust particles sit on the nozzle and cause the choke.

Result: These are very minute things, but they cause a lot of problems, and unnecessary emails are going here and there before attending to the customer. After showing how to use and to protect from the dust, they agreed that yes, mistakes had happened from our end, and they said they will follow the same in the future. And till now, I have not received any complaints from them.

Experience: Excellent

Ganesh Manjunath — ganesh.manjunath@klueber.com

Situation: I am taking care of NPD and Customer QA.

In last-to-last month, five new projects came across due to sudden changes and requirements from our customer.

My task was to take trials, take a lead of completion of all development process within specified time by customer and present all the evidence and documents to customer, on behalf our organization.

It was a big challenge for me to complete all this.

Action: I have organized meeting with all internal supporting departments to understand the requirement and expectation.

Made a time plan of all activities to be followed with individual responsibilities in order to complete the projects on time.

Done meeting with both customer and our internal team to have an agreement & finalize the requirements.

All the activities started accordingly, and I started to take follow up on weekly basis.

I have scheduled a weekly meeting with customer too to update and to have support as per their expectation and accordingly updating my team.

Result: Finally, we succeeded.

All projects development activity completed within span of time.

We resolved all the issues to make the projects true and SOP completed with customer.

Now we are supplying the products to customer very smoothly.

Experience: Excellent

Farukuddin Gazi — farukuddin.gazi@freudenberg-filter.com

Situation: As a Production Manager, I noticed not achieved the targets on the shop floor due to miscommunication between production engineer and machine operators. Setup Instructions were being misunderstood, leading to errors in production setups and wasted materials.

Action: To address this, I called a short meeting with both production engineer and operators. During the discussion:

I shared information about the impact of recent errors on production targets and cost to both production engineer and operators.

I paraphrased key concerns expressed by operators to ensure clarity restate that, "So you're saying the setup instructions weren't clear enough to follow without asking again?"

I encouraged production engineer to respond and clarify their side for creating an open two-way dialogue.

I summarized the key issues and action items before closing.

Then I prepared new setup checklist, it used at the start of the shift and verified by production engineer.

Result: Miscommunication significantly decreased, and setup errors reduced in the following months.

The team felt more aligned, and operators appreciated being included in the problem-solving process.

Overall production efficiency improved, helping us meet targets more consistently.

Experience: Excellent

Ganesh mani Kannan — ganeshmani.kannan@freudenberg-pm.com

Situation: I have given a training to my team last month where I have kept these specific points in my mind of two way communication

Action: Have clearly and promptly briefed the points and also maintained proper eye contact and also paraphrased the points again again to confirm whether my words have been conveyed properly or not

Result: I was very happy after the training and checked personally with my manager on my performance on the above points

Experience: Excellent

Aadil Khan — akhan@chemtrend.com

Situation: While coordinating a candidate's onboarding, the proposed joining date was earlier than our standard timelines.

Action: Sharing Information: I informed the stakeholder that most joining formalities would not be completed before onboarding and highlighted this would be a deviation from our process.

Paraphrasing: I acknowledged their request and restated it — "So, you'd like the candidate to join on 1st August even if pre-joining steps are incomplete, correct?"

Summarising: I asked for confirmation before proceeding — "Please confirm if you would like us to go ahead with this deviation?"

Result: This ensured the stakeholder made an informed decision, helped manage expectations, and avoided last-minute onboarding issues and led to change in Onboarding date.

Experience: Excellent

Shruthi Chandrashekar — shruthi.chandrashekar@klueber.com

Situation: My colleague is lacking technical knowledge, which makes it difficult for him to survive in the market. We met for an official meeting, where we discussed his actual desire to survive in the competitive market. This action plan aims to systematically address his skill gaps without affecting ongoing work commitments.

Action: We discussed his willingness to improve and agreed on a simple plan. First, he will identify the most important skills he needs for his role. Every day, he will spend a fixed amount of time learning through online courses and practical exercises. He will try to apply this knowledge in small tasks at work and seek guidance from experienced team members whenever possible. We will review his progress monthly to ensure he is moving in the right direction without affecting his current work.

Result: Within two months, my colleague demonstrated noticeable improvement in his technical skills. He was able to independently handle small technical tasks, contribute more effectively to team projects, and require less

support from others. His confidence increased, and he became better equipped to meet the demands of the competitive market.

Experience: Excellent

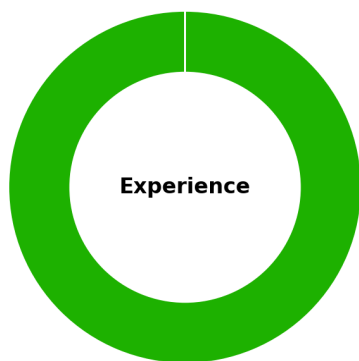
Chaitanya Gadgoli — chaitanya.gadgoli@freudenberg-filter.com

Participant Experience

Participant: **Farukuddin Gazi** - farukuddin.gazi@freudenberg-filter.com

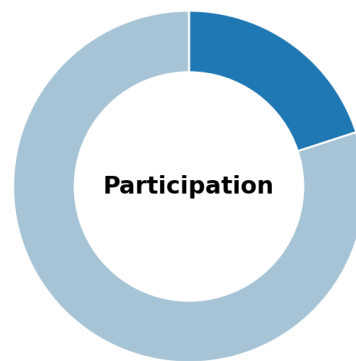
2 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



The above distribution refers to the cumulative experience of the people who have responded.

Participated 20% Inactive 80%



The above distribution refers to the percentage of people who have responded at least once.

Topics & Experience

Topics: **Verbal Behaviours**

Question: Share a real instance when you were able to communicate effectively by making communication two way and using verbal behaviours like Sharing Information, Paraphrasing, Summarizing etc.

Excerpts from Responses

Situation: I am taking care of NPD and Customer QA.

In last-to-last month, five new projects came across due to sudden changes and requirements from our customer.

My task was to take trials, take a lead of completion of all development process within specified time by customer and present all the evidence and documents

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All the activities started accordingly, and I started to take follow up on weekly basis.
I have scheduled a weekly meeting with customer too to update and to have support as per their expectation and accordingly updating my team.

Result: Finally, we succeeded.
All projects development activity completed within span of time.
We resolved all the issues to make the projects true and SOP completed with customer.
Now we are supplying the products to customer very smoothly.

Experience: Excellent

Farukuddin Gazi — farukuddin.gazi@freudenberg-filter.com

Topics: **Assertiveness**

Question Share a real instance where you moved from being aggressive or submissive to being more assertive (taking care of other's needs and your own needs)

Excerpts from Responses

Situation: A customer audit was conducted for the approval of a new machine, as per their standard procedure whenever there's a change in process or equipment. During the audit, the customer raised non-conformities (NCs), specifically noting that the machine work instructions were inadequate. They also recommended improvements and suggested revising the packaging work instructions to enhance traceability.
As the customer representative, I communicated these requirements to our technology team and initiated a meeting to discuss the necessary changes. We agreed on a target date to complete the required documentation and shared this timeline with the customer to address their observations.
However, due to unforeseen internal priorities, the technology team was unable to meet the initial deadline. I informed the customer of the delay, explained the situation, and successfully negotiated a revised target date.
Despite initiating follow-ups with the team to ensure timely completion, the tasks remained incomplete. This led to increased frustration from the customer, resulting in escalations and direct complaints toward me.

Action: Initially, I responded to the situation with a submissive approach. However, as customer frustration escalated and pressure mounted, I shifted to a more aggressive stance out of urgency and stress. Recognizing the need for a constructive solution, I convened another meeting with our technology team to understand their challenges. Adopting an assertive and proactive approach, I decided to take ownership of the task: I committed to preparing the required documentation, implementing the necessary changes on the production line, and having the updates verified by our technology team. This approach allows our team to stay focused on their current priorities while ensuring that the customer's non-conformities are addressed and closed effectively.

Result: I successfully implemented the required changes on the production line and completed the necessary documentation. These updates were reviewed and verified by our technology team.

With their approval, I shared the closure evidence with the customer. The customer was pleased to see the actions effectively implemented, and our internal team also appreciated the proactive approach and resolution of the non-conformities.

As a result, the customer officially closed the audit points from their tracking system, and the situation was resolved smoothly.

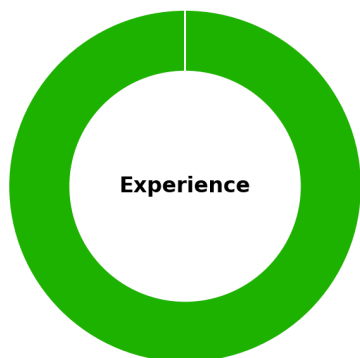
Experience: Excellent

Farukuddin Gazi — farukuddin.gazi@freudenberg-filter.com

Participant: **Shree Gopal** - shree.gopal@klueber.com

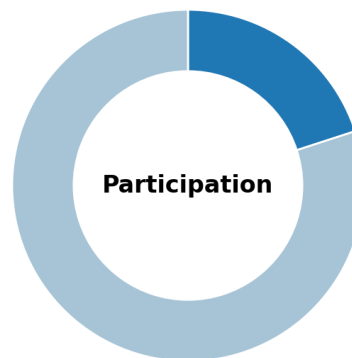
2 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



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Participated 20% Inactive 80%



The above distribution refers to the percentage of people who have responded at least once.

Topics & Experience

Topics: **Receiving Feedback**

Question: Tell me about a specific situation when you were able to listen and accept people's feedback without offering any justification?

Excerpts from Responses

Situation: Annual Talent's Review Process

Action: I have paid attention to my manager's feedback because we are discussing and meeting throughout the year for daily working. I came to know about my area of improvement. For example, he told me to increase my people skills. I have tried this with one of my DSR. Along with I was working with for a project. I called him for dinner where we have not discussed anything about

business. The DSR who was earlier not opened about his concerns to complete project. From next day he started sharing all data's and concern.

Result: This helps me in better understanding regarding their expectation from their end and from my end.

Experience: Excellent

Shree Gopal — shree.gopal@klueber.com

Topics: **Assertiveness**

Question Share a real instance where you moved from being aggressive or submissive to being more assertive (taking care of other's needs and your own needs)

Excerpts from Responses

Situation: Meeting with new customer for sales call

Action: Earlier my approach was bit aggressive like I was going to customer and sharing all data in small-small portion like platter. But right now, I am paying more attention to customer's need, and I am listening to them carefully and according to their needs I am sharing my solutions.

Result: This assertive approach helps me get more attention from customer. Customer is sharing their problems openly which results in more sales value.

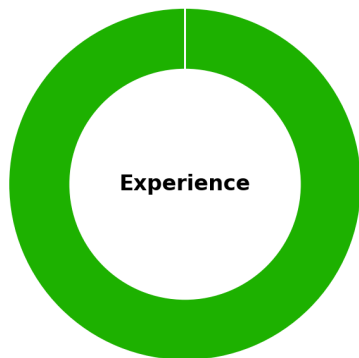
Experience: Excellent

Shree Gopal — shree.gopal@klueber.com

Participant: **Harshal Bindoo** - harshal.bindoo@freudenberg-filter.com

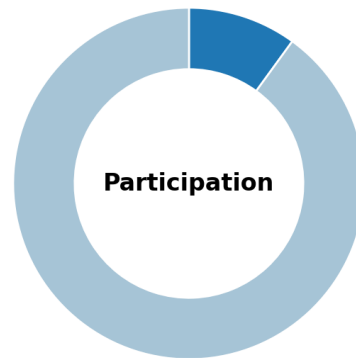
1 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



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Participated 10% Inactive 90%



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Topics & Experience

Topics: **Emotional Intelligence**

Question: Share a real instance where you demonstrated emotional intelligence - by demonstrating self-awareness and management of your own emotions - and sensitivity and empathy to other's emotions

Excerpts from Responses

Situation: As we are struggling to provide customer requirement from last few months, management decided to procure 6 new machineries on fast-track mode and finalize this machinery will procure from oversize country & within 2 months of span & for installation we had only 15 days. This is very critical task to complete in short span.

Action: Initial I take this as challenge, but when we went to supplier for trials then there is no machine readiness, so at that situation i am little bit aggressive to complete the tasks on time, but after some time i realize supplier is going in panic situation due to aggressive ness, then I decide & take a meeting with supplier & Adopting an assertive and practical approach that i suggest to supplier to complete 3 machine first in one week & remain 3 machine complete in next week, also suggest to dispatch these machinery in 2 batches so that our team also having some time for installation.

Result: I as change decision to make 2 batches for completion of these machine , due to this supplier didn't had pressure for completion of task, the panic situation for supplier is also eliminated, along with our team also had some time for machine installation as the machinery came in 2 batches, due to this utilisation recourses also done in proper manner.

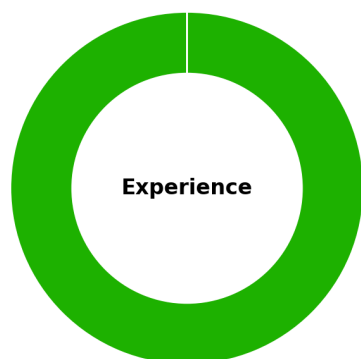
Experience: Excellent

Harshal Bindoo — harshal.bindoo@freudenberg-filter.com

Participant: **Ganesh mani Kannan** - ganeshmani.kannan@freudenberg-pm.com

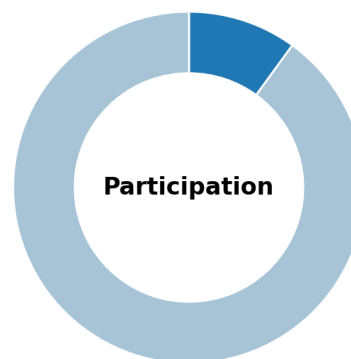
1 Response(s).

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Good 0% Bad 0%



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Topics & Experience

Topics: **Verbal Behaviours**

Question: Share a real instance when you were able to communicate effectively by making communication two way and using verbal behaviours like Sharing Information, Paraphrasing, Summarizing etc.

Excerpts from Responses

Situation: As a Production Manager, I noticed not achieved the targets on the shop floor due to miscommunication between production engineer and machine operators. Setup Instructions were being misunderstood, leading to errors in production setups and wasted materials.

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I paraphrased key concerns expressed by operators to ensure clarity restate that, "So you're saying the setup instructions weren't clear enough to follow without asking again?"
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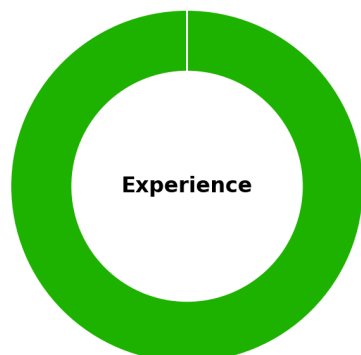
Experience: Excellent

Ganesh mani Kannan — ganeshmani.kannan@freudenberg-pm.com

Participant: **Harsh Dhobi** - harsh.dhobi@freudenberg-filter.com

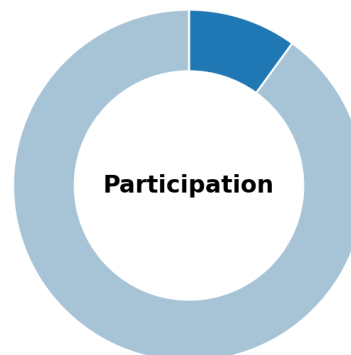
1 Response(s).

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Good 0% Bad 0%



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Topics & Experience

Topics: **Managing relationships- Red Blue**

Question: Share a real instance when you created a win-win situation with your colleagues, partners, subordinates.(Learning from Red-Blue game)

Excerpts from Responses

Situation: I was doing good business with one of my clients Zydus Lifesciences Limited till mid 2023 and suddenly they diverted their business to our competitor. But as a professional I was submitting offer but not a single order they placed to us, Personally I met engineering team and purchaser to identify problem and restart business, and I also gave extra discount on next offer but not getting order and business was 0 after mid 2023 to till Jun 2025.

Action: In Jun-2025 Sr. Engineer sent a mail for offer and I clearly shows Red and said I will not submit any offer now onwards. If you don't want to take Freudenberg, then why are you taking offer from us? Then his boss Engineering Head sent a mail and called me please submit your offer. I clearly shows red and said I will not submit offer. Then Purchaser also called me, and I was firm with my decision. Then they said we don't have any problem with your quality. Please submit your offer this time and we will positively try to give you order this time.

Result: Got the First order worth INR 4,22,639 on 11-Jul-2025, Then Second Order worth INR 5,52,007 on 2-Aug-2025 and Third Order worth INR 1,44,249 on 19-Aug-2025.

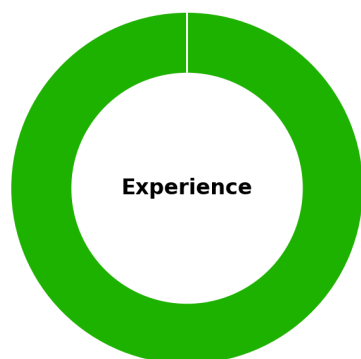
Experience: Excellent

Harsh Dhobi — harsh.dhobi@freudenberg-filter.com

Participant: **Chaitanya Gadgoli** - chaitanya.gadgoli@freudenberg-filter.com

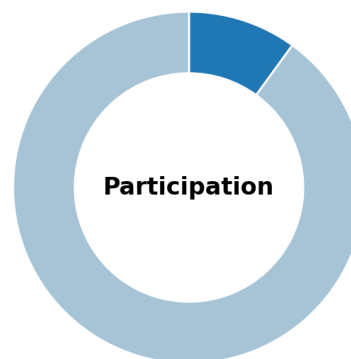
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Topics & Experience

Topics: **Verbal Behaviours**

Question: Share a real instance when you were able to communicate effectively by making communication two way and using verbal behaviours like Sharing Information, Paraphrasing, Summarizing etc.

Excerpts from Responses

Situation: My colleague is lacking technical knowledge, which makes it difficult for him to survive in the market. We met for an official meeting, where we discussed his actual desire to survive in the competitive market. This action plan aims to systematically address his skill gaps without affecting ongoing work commitments.

Action: We discussed his willingness to improve and agreed on a simple plan. First, he will identify the most important skills he needs for his role. Every day, he will spend a fixed amount of time learning through online courses and practical exercises. He will try to apply this knowledge in small tasks at work and seek guidance from experienced team members whenever possible. We will review his progress monthly to ensure he is moving in the right direction without affecting his current work.

Result: Within two months, my colleague demonstrated noticeable improvement in his technical skills. He was able to independently handle small technical tasks, contribute more effectively to team projects, and require less support from others. His confidence increased, and he became better equipped to meet the demands of the competitive market.

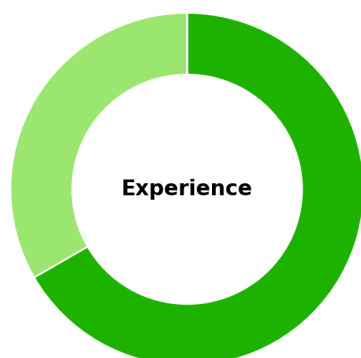
Experience: Excellent

Chaitanya Gadgoli — chaitanya.gadgoli@freudenberg-filter.com

Participant: **Aadil Khan** - akhan@chemtrend.com

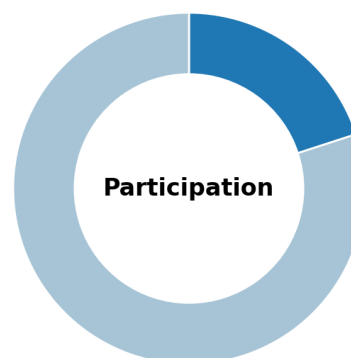
3 Response(s).

Excellent 67% Ok 0% Terrible 0%
Good 33% Bad 0%



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Topics & Experience

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Excerpts from Responses

Situation: I have given a training to my team last month where I have kept these specific points in my mind of two way communication

Action: Have clearly and promptly briefed the points and also maintained proper eye contact and also paraphrased the points again again to confirm whether my words have been conveyed properly or not

Result: I was very happy after the training and checked personally with my manager on my performance on the above points

Experience: Excellent

Aadil Khan — akhan@chemtrend.com

Topics: **Assertiveness**

Question Share a real instance where you moved from being aggressive or submissive to being more assertive (taking care of other's needs and your own needs)

Excerpts from Responses

Situation: I have been asked by manager to do something which I didn't feel the right way to do it.

Action: This was the most difficult thing for me to confront and be assertive for the right thing but keeping the learnings in mind I have properly conveyed the message that this is not the correct way of doing this particular work instead we can do in another way.

Result: It went very well and manager understood what exactly I was saying and agreed as well.

Experience: Excellent

Aadil Khan — akhan@chemtrend.com

Situation: I have been submissive throughout my life taking more care of others than myself but this particular situation I have to convey my distributor about certain points that he was not doing properly.

Action: I have started by praising the good things he is doing and also telling him about his strengths and then slowly came to the point so that he should not feel bad and very softly and clearly stated the expectations of us.

Result: Distributor was happy with the praise and was not offended with the lackings which I shared and agreed to work jointly to overcome the issues

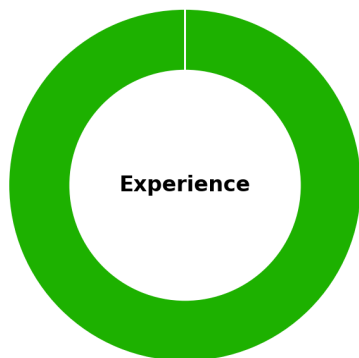
Experience: Good

Aadil Khan — akhan@chemtrend.com

Participant: **Shruthi Chandrashekar** - shruthi.chandrashekar@klueber.com

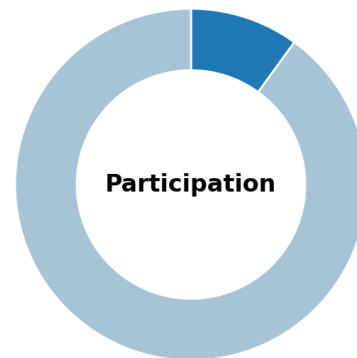
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Topics & Experience

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Excerpts from Responses

Situation: While coordinating a candidate's onboarding, the proposed joining date was earlier than our standard timelines.

Action: Sharing Information: I informed the stakeholder that most joining formalities would not be completed before onboarding and highlighted this would be a deviation from our process.

Paraphrasing: I acknowledged their request and restated it — “So, you’d like the candidate to join on 1st August even if pre-joining steps are incomplete, correct?”

Summarising: I asked for confirmation before proceeding — “Please confirm if you would like us to go ahead with this deviation?”

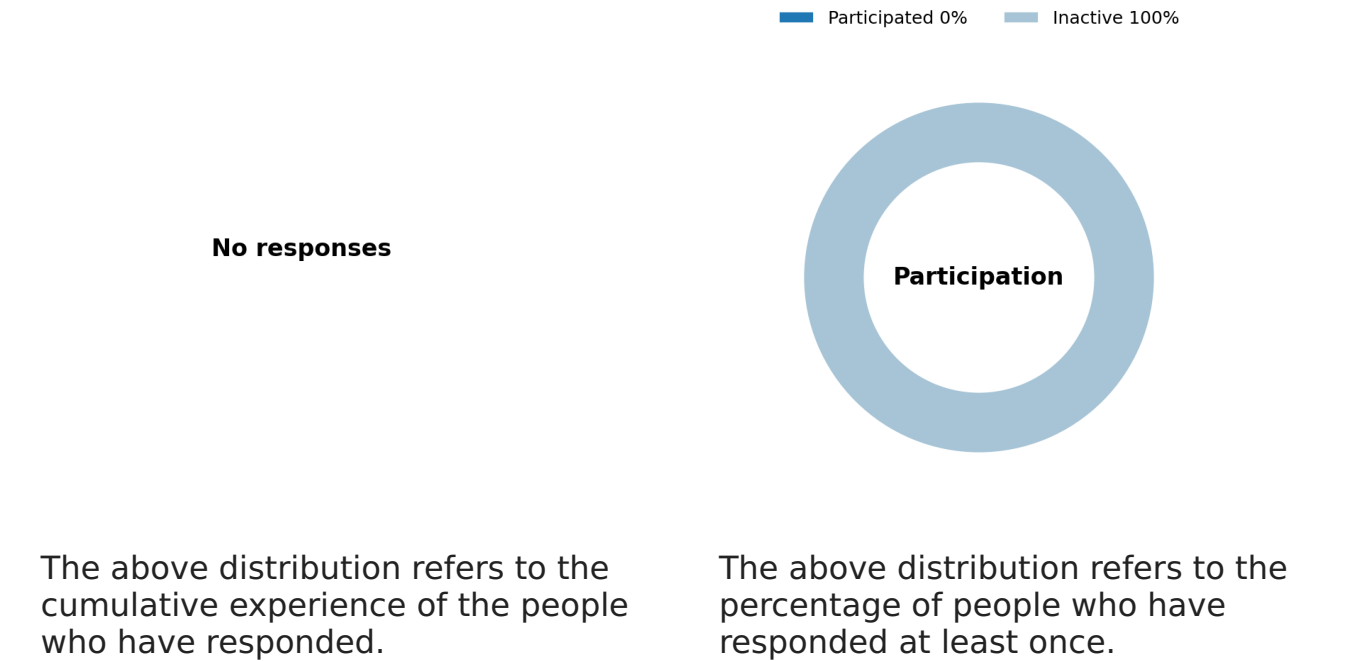
Result: This ensured the stakeholder made an informed decision, helped manage expectations, and avoided last-minute onboarding issues and led to change in Onboarding date.

Experience: Excellent

Shruthi Chandrashekar — shruthi.chandrashekar@klueber.com

Participant: **Snehasis** - snehasis.gouda+2204@rippleslearning.com

0 Response(s).

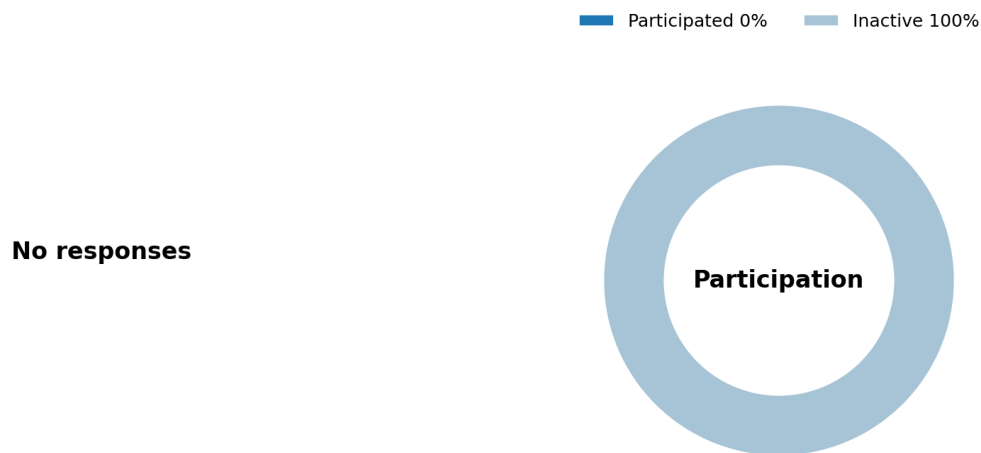


Topics & Experience

No responses.

Participant: **Abhishek Kumar** - abhishek.kumar@rippleslearning.com

0 Response(s).



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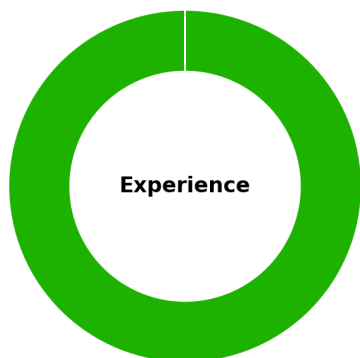
Topics & Experience

No responses.

Participant: **Samir Majumder** - samir.majumder@klueber.com

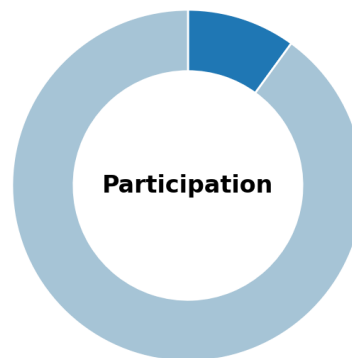
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Topics & Experience

Topics: **Managing relationships- Red Blue**

Question: Share a real instance when you created a win -win situation with your colleagues, partners, subordinates.(Learning from Red-Blue game)

Excerpts from Responses

Situation: I had noticed few gaps in reporting to our clints from us. Upon investigation, came to know that our service engineer and our DSR's from CP, is not conveying the visit reports to the higher officials of our clints. They simply visit, did the inspection of equipment and discuss with the site people and returned back.

Action: I started to give the feedback to our service engineer and DSR's regarding the above said activities and tried to convince them why this task is really important for us.

Result: My feedback was well taken by our said people, and they started to implement the same in customer end. This creates an immense effect in our clients site.

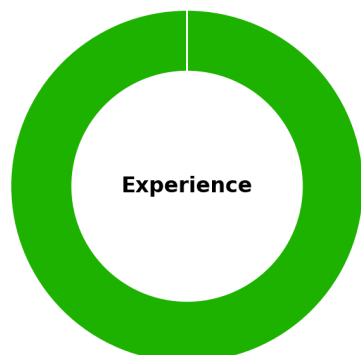
Experience: Excellent

Samir Majumder — samir.majumder@klueber.com

Participant: **Mashkoor Alam** - mashkoor.alam@freudenberg-filter.com

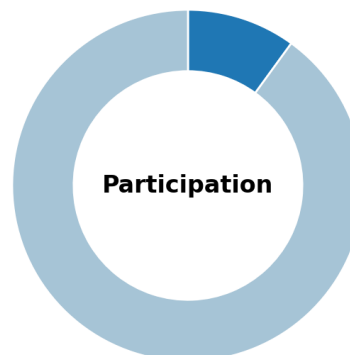
1 Response(s).

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Good 0% Bad 0%



The above distribution refers to the cumulative experience of the people who have responded.

Participated 10% Inactive 90%



The above distribution refers to the percentage of people who have responded at least once.

Topics & Experience

Topics: **Managing relationships- Red Blue**

Question: Share a real instance when you created a win -win situation with your colleagues, partners, subordinates.(Learning from Red-Blue game)

Excerpts from Responses

Situation: One of my customers was facing problem of increase in dust level in their Paint booth it impact their final painted part (Approx. 35 – 40 % rejection of FG products) . Despite following all the guideline of filtration (EN779:2012) provided by Paint booth OEM this problem were not resolved.

Action: Considering above I had presented our observation as well as also gave a presentation on latest upgraded ISO standard ISO16890 to customers. And successfully convinced the customer to upgrade their filtration product as per

the latest ISO16890 standard and customer agreed for this, and we got the purchase order of upgraded filter.

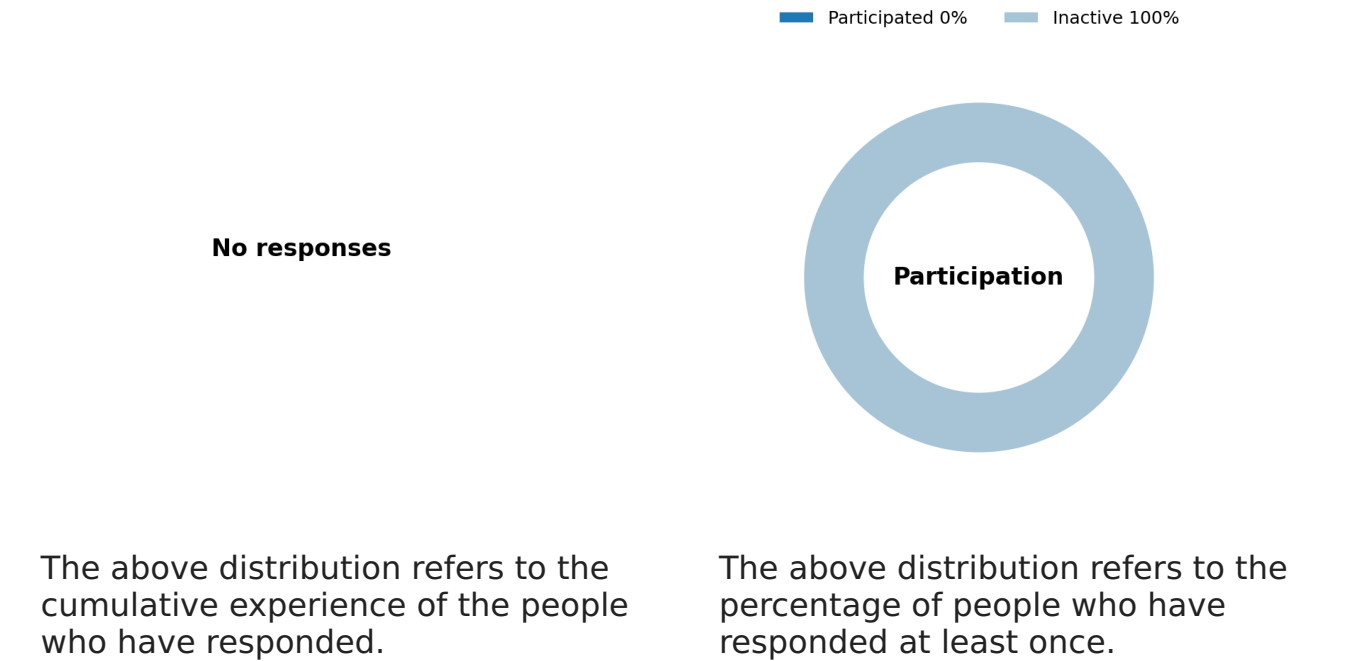
Result: As per my suggestion, customer installed the upgraded product in their Paint booth and their problems were resolved. This has created a good impact on customer in terms of our prompt customer response, providing problem-oriented solutions.

Experience: Excellent

Mashkoor Alam — mashkoor.alam@freudenberg-filter.com

Participant: **Sachin Nimavat** - sachin.nimavat@freudenberg-filter.com

0 Response(s).



Topics & Experience

No responses.

Participant: **Pawan Bhandari** - pawan.bhandari@klueber.com

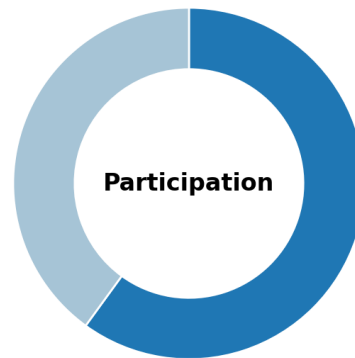
7 Response(s).

Excellent 71% Ok 0% Terrible 0%
Good 29% Bad 0%



The above distribution refers to the cumulative experience of the people who have responded.

Participated 60% Inactive 40%



The above distribution refers to the percentage of people who have responded at least once.

Topics & Experience

Topics: **Building Trust**

Question: Share an instance when you able to build and maintain trust ?
(Blindfold Exercise Learnings)

Excerpts from Responses

Situation: Customer was rigid to change and listen to the value benefit

Action: Continuous follow up made the customer think on the statement i gave to improve and he realised the output improvment

Result: I was able to gain the customer confidence and he gave all the new project order only to Kluber and also supported with cross selling in existing project

Experience: Excellent

Pawan Bhandari — pawan.bhandari@klueber.com

Situation: Customer has tried some competitor product other than recommendation and failed badly leading to plant stoppage perhaps he was not willing to go with any change

Action: Based on the technical backup he trusted and gave chance to trial

Result: We were successful in improving the machine performance to a good cost benefit analysis

Experience: Excellent

Pawan Bhandari — pawan.bhandari@klueber.com

Topics: **Collaboration**

Question: Share an instance when you were able to create a win-win situation with your colleagues, partners, subordinates. (Learning from Red-Blue game)

Excerpts from Responses

Situation: New product development with customer, tailor made

Action: I collaborated with multi functional teams inside and also with the customers customer to make the necessary trial after 3 times of failures and based on the value argumentation end customer supported with the same

Result: I was able to crack the new business with new product development

Experience: Excellent

Pawan Bhandari — pawan.bhandari@klueber.com

Topics: **Listening**

Question: Were you able to offer deep listening to the other person by giving them attention and minimizing your interruptions?

Excerpts from Responses

Situation: Customer was happy and satisfied with his ongoing product in use and was not willing to discuss on new activity in the application

Action: I tried to demonstrate customer the various case studies, product details and speciality, he was convinced and was keenly listening with many questions in his mind for the new idea i have proposed

Result: He confirmed the line of action and how to approach with this idea

Experience: Excellent

Pawan Bhandari — pawan.bhandari@klueber.com

Topics: **Giving Feedback**

Question: Share a real instance of how you shared feedback with a team member on the basis of observation (and not judgment) and by taking a listening and a problem solving approach

Excerpts from Responses

Situation: Handling new DSR who was having good experience but not doing customer visit.

I made the judgement that if visit not done business will not be generated and i forced him to do so based on my observation, but

Action: 1. I keenly observed the DSR on practical grounds that if visit not done then how the business will be generated

2. I asked him to set the target on monthly sales and without visit how it will be achieved; he failed by 50% in first month

3. Based on the output i gave feedback to start visit and note the output

Result: 1. As he started visiting customer, the sale was up by 20%

2. Based on the practical feedback, he realised my objective for his growth and agreed on the visit plan

3. Now he actively discuss the problem and also understand my view on sales activity

Experience: Good

Pawan Bhandari — pawan.bhandari@klueber.com

Topics: **Receiving Feedback**

Question: Tell me about a specific situation when you were able to listen and accept people's feedback without offering any justification?

Excerpts from Responses

Situation: During visit to sugar industry customer, the engineer there was bit egoistic and was always trying to neglect person who is trying to cross him; never listen and closes the business with the concerned supplier

Action: 1. As in my first interaction i tried to gave some technical justification on our lubricant as over other, he suddenly jumped out of discussion saying you are proving you are best and others are just not having any good quality products.

2. After a week i revisited the customer with a clarity in mind that i will just listen to him and say sir you say what can i do for you

3. I also urged him that during last visit i mentioned much about my product and then realised you are also using a good quality product, but in case i can make a difference with your support it will help to start new business with you

Result: 1. Customer was happy in 2nd visit

2. He gave me other application to work and suggest our product

3. We succeed in the application he gave primarily

4. Now i am back in discussion for the initial application for which i visited and he is positive for the changeover

Experience: Excellent

Pawan Bhandari — pawan.bhandari@klueber.com

Topics: **Understanding Leadership**

Question: Share an example when you were able to identify you role model, you strengths and improvement areas at work?

Excerpts from Responses

Situation: During the development of Mining segment, i was initially given the responsibility to work with major OEM and generate new leads.

I identified myself as capable for getting OEM into discussion for performance based lubricant instead of conventional price based products

Action: 1. I started working and convincing the customer based on the two way of understanding that price and performance both go hand in hand
2. Initially customer was too rigid to listen the justification , but based on the feedback i tried to convince him to take a trial against the OEM approved products
3. Active listening and practical approach made the way to start the path of business

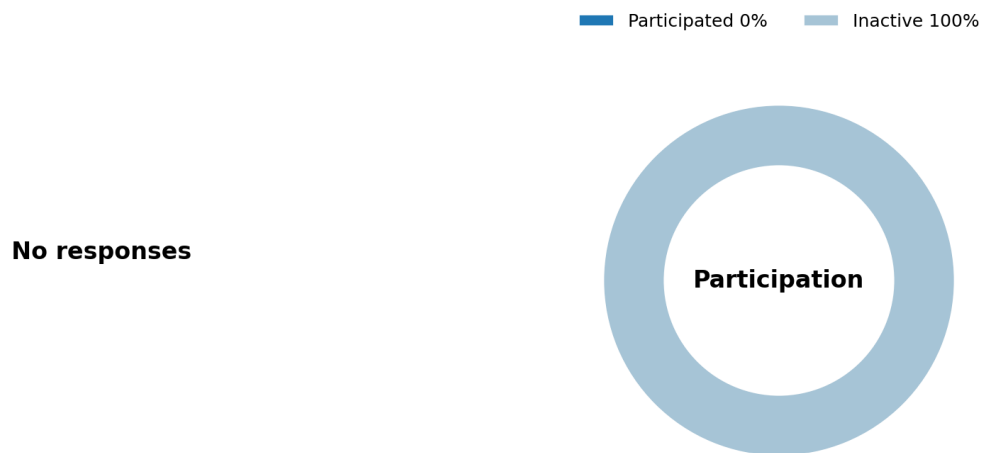
Result: 1. Customer was convinced
2. We got approval for trial against the OEM approved products
3. Customer understood the requirement of performance with price

Experience: Good

Pawan Bhandari — pawan.bhandari@klueber.com

Participant: **Dishaa Singhal** - dishaa.singhal@rippleslearning.com

0 Response(s).



The above distribution refers to the cumulative experience of the people who have responded.

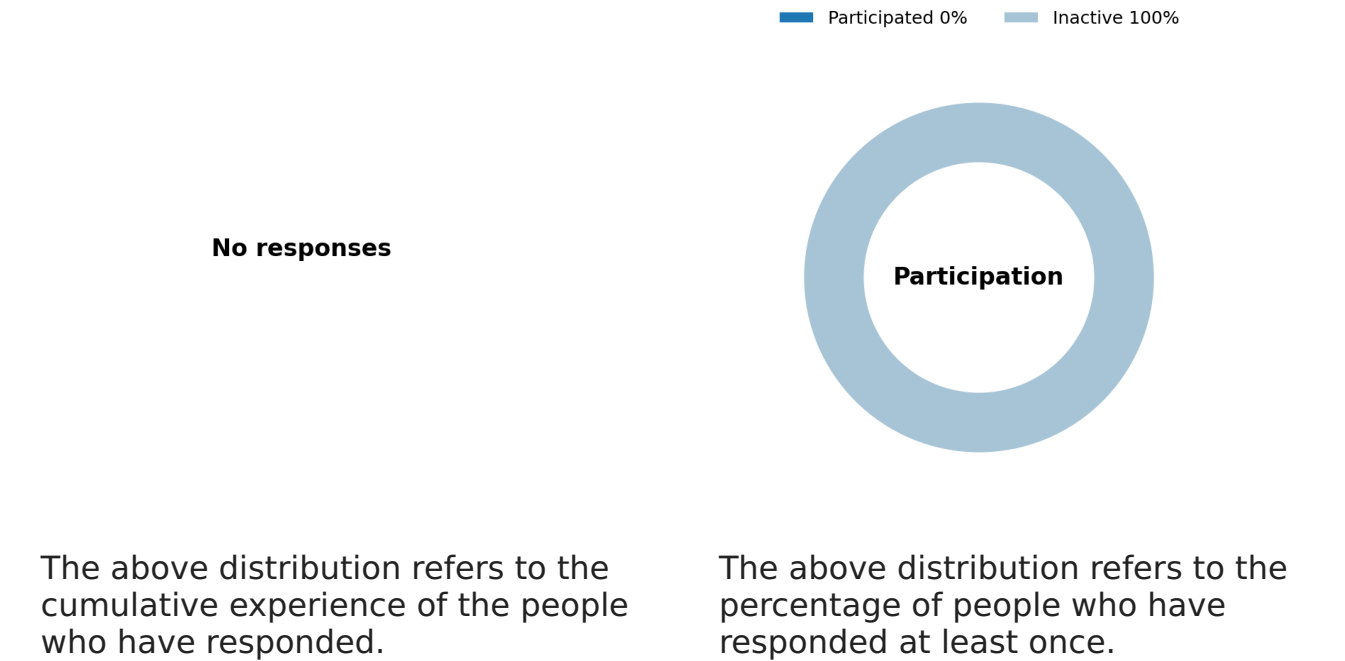
The above distribution refers to the percentage of people who have responded at least once.

Topics & Experience

No responses.

Participant: **Snehasis** - snehasisgouda.sg+220401@gmail.com

0 Response(s).



Topics & Experience

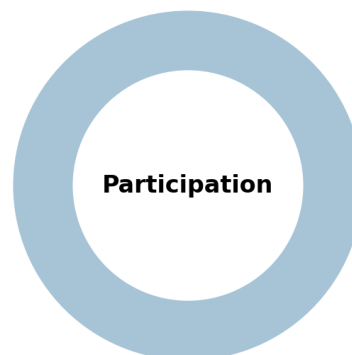
No responses.

Participant: **Hitkamkumar Pandya** - hitkamkumar.pandya@fhp-ww.com

0 Response(s).

■ Participated 0% ■ Inactive 100%

No responses



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The above distribution refers to the percentage of people who have responded at least once.

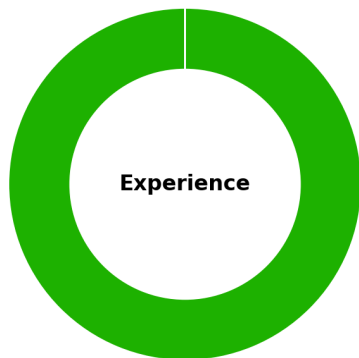
Topics & Experience

No responses.

Participant: **Ganesh Manjunath** - ganesh.manjunath@klueber.com

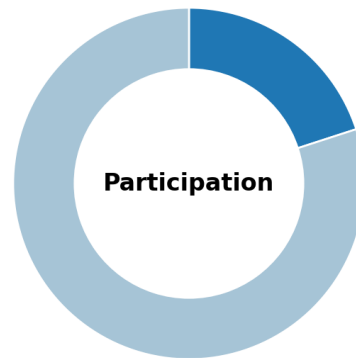
2 Response(s).

Excellent 100% Ok 0% Terrible 0%
Good 0% Bad 0%



The above distribution refers to the cumulative experience of the people who have responded.

Participated 20% Inactive 80%



The above distribution refers to the percentage of people who have responded at least once.

Topics & Experience

Topics: **Understanding Leadership**

Question: Share an example when you were able to identify your role model, your strengths and improvement areas at work?

Excerpts from Responses

Situation: I went from an operator to a Senior Executive Q.A. and adopted all the management work quickly. This will be the role model for all the other operators.

If there was any problem at the customer site, I used to go there and give the proper solution to solve the problem.

Action: In one of the cases, we used to get a lot of choking problems in the aerosol cans. So, then I went personally to the customer's place and

demonstrated how to apply and how to use the cans before and after usage of the cans.

Result: As a result, now the choking problems have been solved, and we are not getting any more complaints thereafter.

Experience: Excellent

Ganesh Manjunath — ganesh.manjunath@klueber.com

Topics: **Verbal Behaviours**

Question: Share a real instance when you were able to communicate effectively by making communication two way and using verbal behaviours like Sharing Information, Paraphrasing, Summarizing etc.

Excerpts from Responses

Situation: I am sharing one customer complaint about how I handled the customer without any clashes.

One of the aerosols can cause choking complaints in the customer's place. So management told me to go and solve the problem.

Before going to the customer's place, I tested the choking issues are there in our counter sample and found that there was no such problem in our cans. Then I went to the customer's place and started interacting with the manager and shop floor people, but they didn't allow me to speak, and they started firing at me, saying that your cans are not working, and all the cans are getting choked, so we do not want to buy your cans, etc. Then I stopped talking and started listening to them. After 1 hr they told me to speak.

Action: Then I explained why the choking is happening at your end, and the same cans are supplied to the other customers also, but why they are not facing any problem.

The problem with the end user is that they are not cleaning the nozzle of the cans after usage, and the particular product is wax-based, and it dries if they do not clean the nozzle after usage. And also, they should close the cap after usage.

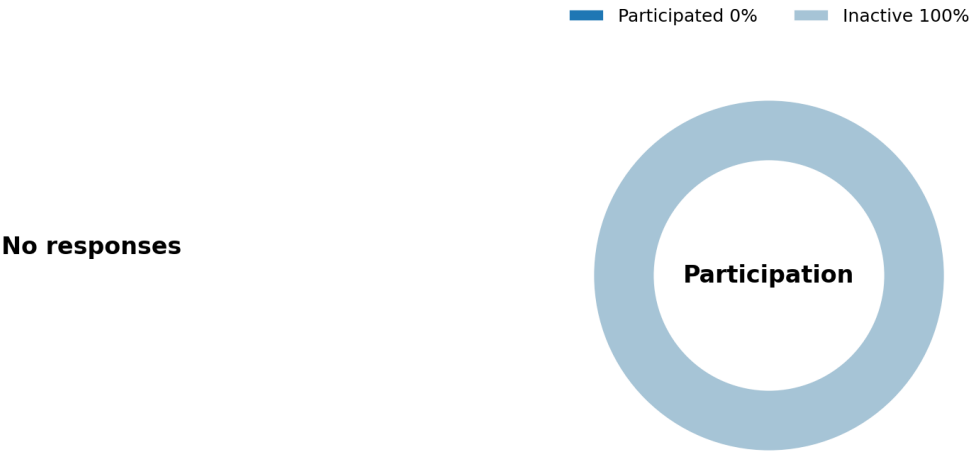
When I saw the area where they are using it, it was full of dirt, and they are not closing the cap also so all the dust particles sit on the nozzle and cause the choke.

Result: These are very minute things, but they cause a lot of problems, and unnecessary emails are going here and there before attending to the customer. After showing how to use and to protect from the dust, they agreed that yes, mistakes had happened from our end, and they said they will follow the same in the future. And till now, I have not received any complaints from them.

Experience: Excellent

Participant: **Aashish Adhikari** - aashish.adhikari@freudenberg-filter.com

0 Response(s).



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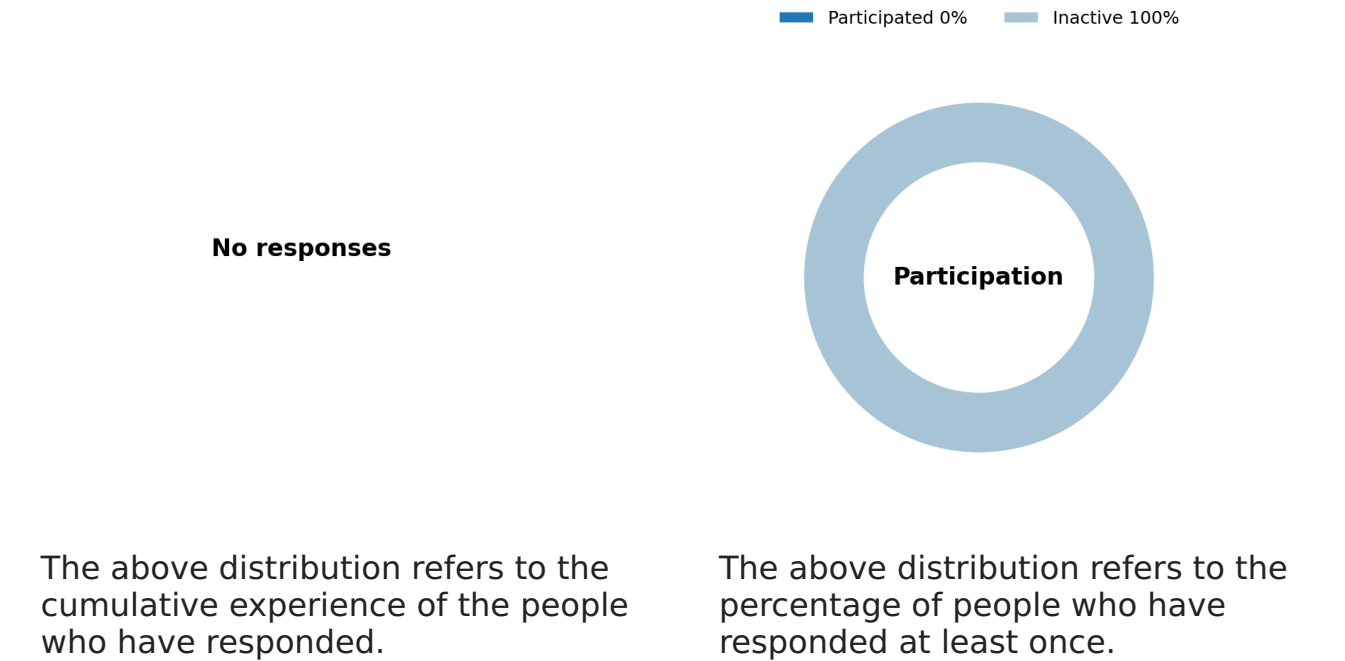
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Topics & Experience

No responses.

Participant: **Lavi Budden** - lavi.budden@freudenberg-filter.com

0 Response(s).

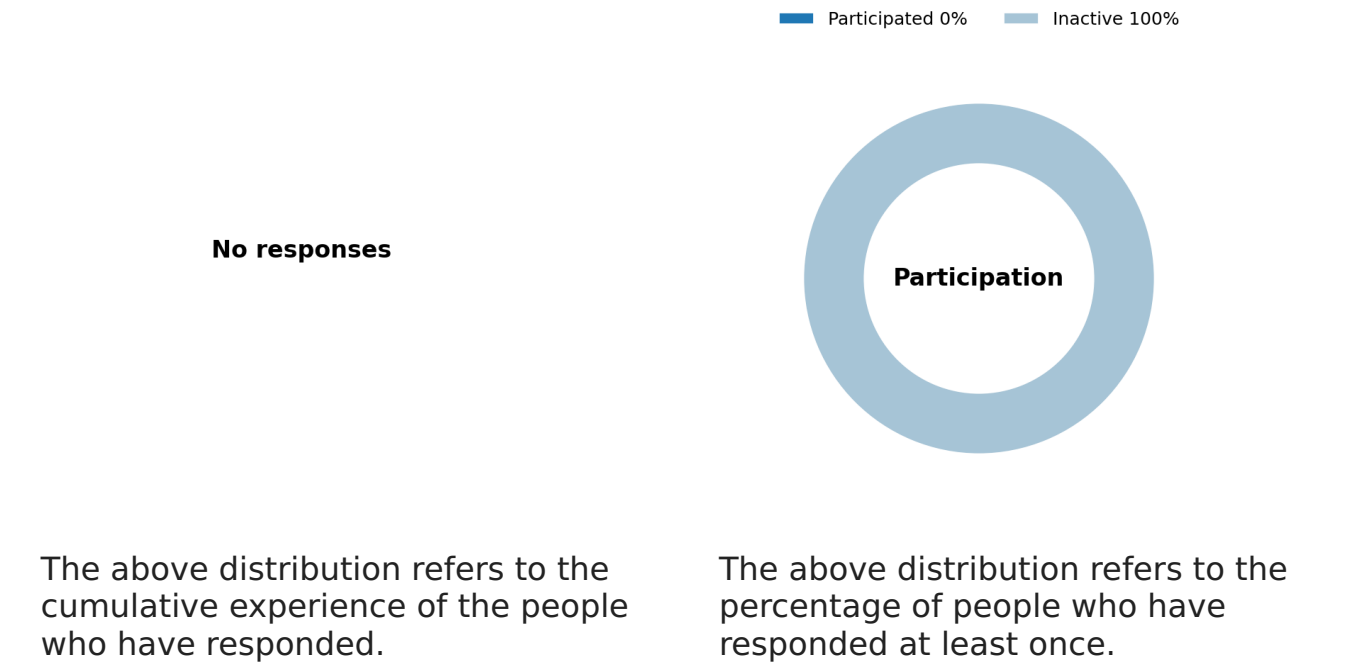


Topics & Experience

No responses.

Participant: **Vaibhav Chandane** - vaibhav.chandane@freudenberg-filter.com

0 Response(s).

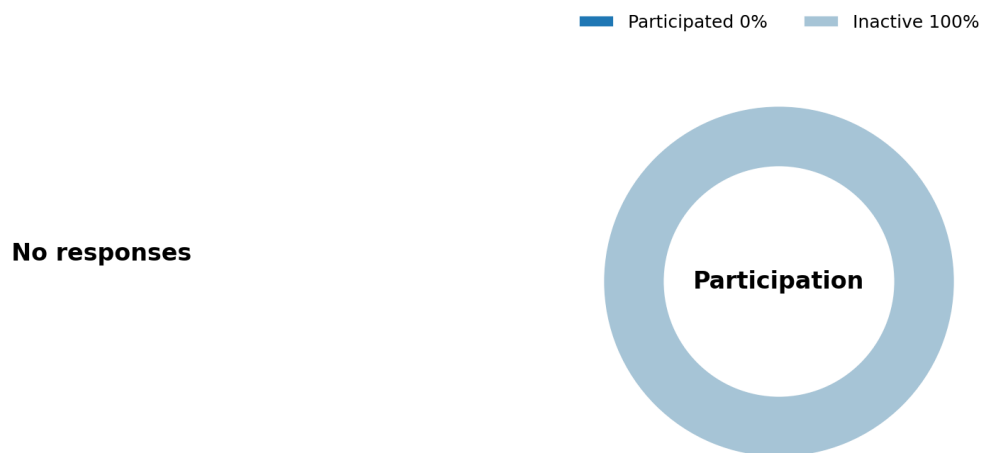


Topics & Experience

No responses.

Participant: **Shivshankar Ghongade** - shivshankar.ghongade@freudenberg-filter.com

0 Response(s).



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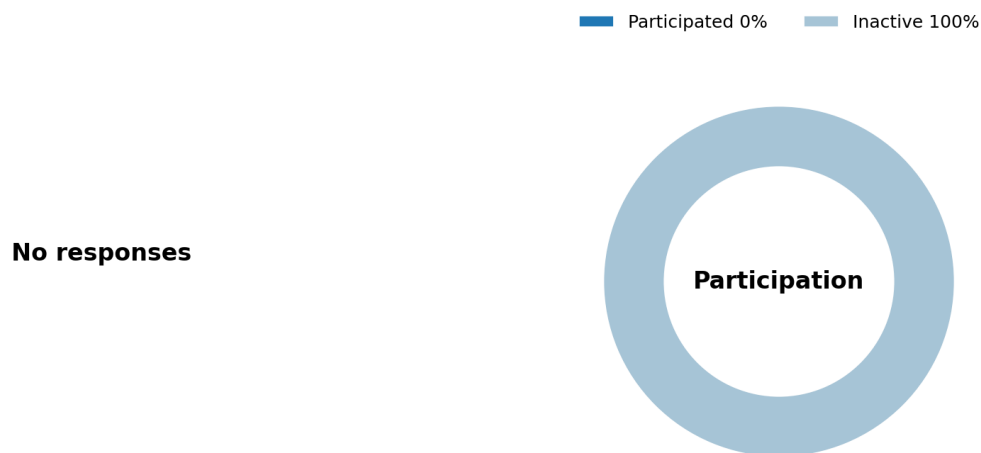
The above distribution refers to the percentage of people who have responded at least once.

Topics & Experience

No responses.

Participant: **Yuvaraj Sreedhar babu** - yuvaraj.sreedharbabu@freudenberg-pm.com

0 Response(s).



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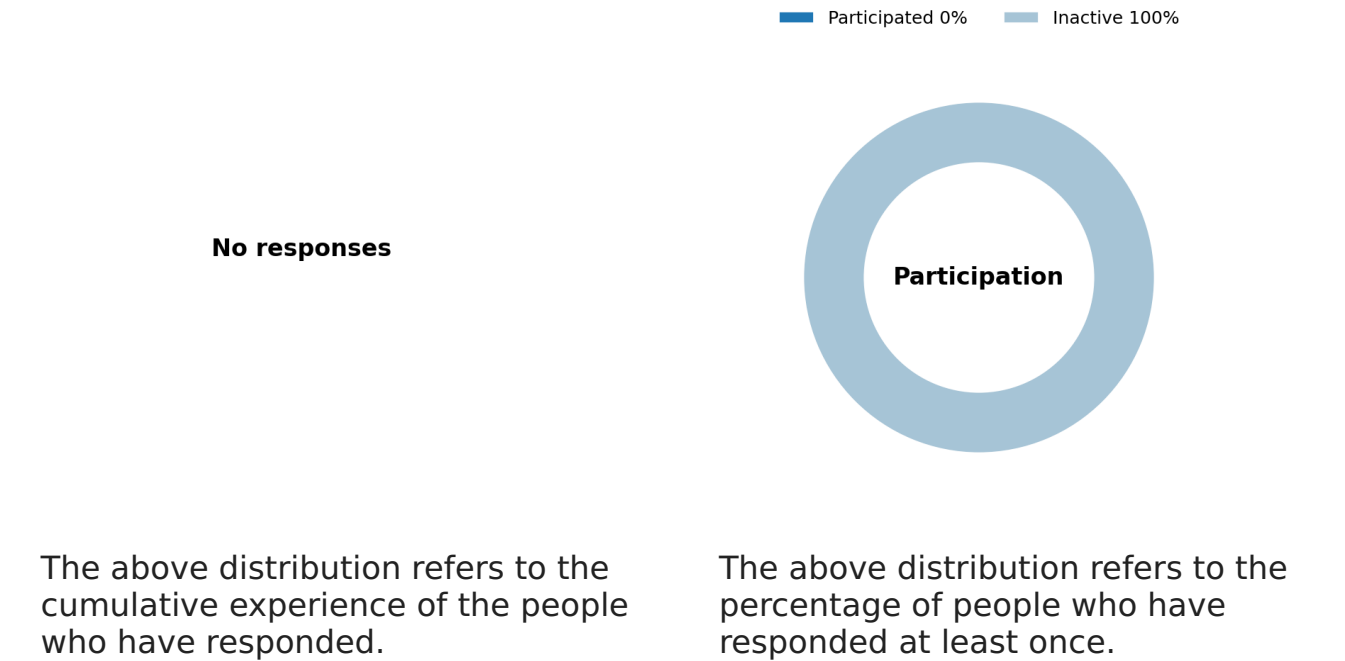
The above distribution refers to the percentage of people who have responded at least once.

Topics & Experience

No responses.

Participant: **L Jude Vaz** - jude.vaz@surtec.com

0 Response(s).



Topics & Experience

No responses.