Spend some time reflecting on whether there are areas where you often struggle or where you sense there might be a disconnect.

You could ask questions centered around your customers’ experience.

Remember that feedback is an opportunity to understand how others people perceive you and your work

Put yourself in the other person’s shoes

Try to put your ego aside

The feedback reveals potential blind spots that could prevent you from reaching your full potential

The advice-giver has good intentions

Don’t be afraid to express your feelings

If, at any point during the conversation, you feel belittled or humiliated, give yourself a moment to distance yourself and task control of your emotions.

Feedback from managers and other leaders is valuable, but don’t discount colleagues on the same level.

Keep your email brief and to the point.

Demand and order growth was very strong, which signals that customers like our strategy, products and solutions. Let’s pull together to finish the year strong!

get vaccinated, provide that helping hand to a colleague.

I urge you all to step up and integrate the following behaviors into you regular work:

Keep learning and updating your skills and knowledge.

From ideation to initial app

This concept comes to life

Another example is resource forecasting: a model-based method to forecast long-term resource requirements

I am extremely happy how we matured our collaboration with Philips via …

Healthcare is accelerating its move to the cloud. Here is an overview of important initiatives

The one-and-a-half hour classroom **training gives a short introduction to** the Research Quality Management System and **is intended for every employee** in Research

Frank Qu has decided to **take up a new role** outside of the company

Since he took over the role of sales leader, he achieved significant sales growth in e-commerce

The 2021 National Day Holiday is just around the corner. According to the latest announcement from the Government regarding public holiday arrangement, as well as the real situation of company, we will conduct the following arrangement for 2021 National Day Holiday. Please be well noted.

The National Day Holiday will be on from Oct 1st to Oct 7th, total 7 days. Additional, Sep 26th (Sunday) and Oct 9th (Saturday) are working days, total 2 days

Please well arrange your work to ensure the smooth and effective operation of company business.

It is with pleasure to announce that as of August 6th, 2021, Zhou joins Philips to take on the role of … She will be responsible for developing and implementing …

Prior to Philips, Zhou worked in Nutrition for more than 10 years and took different leadership roles across functions including sales and marketing. The recent job in Nutrition is BU head of …

At the same time, I would like to express my big thanks to Kent Cheng act as dual role. Kent made great contribution to lead the team and stabilize the business.

Leave a comment below or reach out to me…

Looking back on Q1

Looking ahead to Q2

To ensure a smooth transition, Joe Du will take additional responsibility

Please join us in thanking Joe Du and … for their enormous contributions in the past and wishing them all the best and success in their upcoming roles

it is critical that we don’t re-invent the wheel

130 years of improving lives is what makes Philips unique and different from most other brands and its competitors. It emphasizes our willingness and ability to innovate, to collaborate, and to change.

Just over a year ago, I share with you our intention to find a new home for our Domestic Appliances business, comprising kitchen appliances, coffee, …

We always knew that this milestone would be both exciting and emotional for all of us. I want to extend a heartfelt thank you to everyone who has given their passion and dedication to make Domestic Appliances a great success over the years, and for all the hard work done in the last fourteen months to prepare for today.

We started to fully integrate the IGT system and IGT devices into ONE IGT, this is in line with our strategy to put the customer first.

Your responses to the 10 survey items will take about 5-10 minutes to complete. Your feedback is valuable and will be put to good use.

There are no right or wrong answers; choose the response that best represents your opinion based on your experiences.

Thank you for joining yesterday’s R&D update on the current status and next steps in Domestic Appliances. I really appreciate your attention and engagement.

We hope that you are as excited as we are about the bright future that is ahead for PH and DA. If you weren’t able to join, please watch the recording. Should you have any additional questions, don’t hesitate to reach out to Bin. We continue the preparation to ensure both PH and DA are set up for success.

2021 will be a year which again will bring quite some challenges. Hopefully, with the rise of vaccination, we will slowly return to a new normal. Meanwhile, the progress of our company which we are all proud to work for, with its great purpose, will make all our hard work worthwhile!

We are well on our way to become an agile organization. We see many teams adopting an Agile way of working with success. The reason we have adopted Agile is for the following three key reasons.

The focus of the Agile transformation is on Research. In line with a full Agile spirit, …

We started with Agile in Research in 2015 and have been improving since them.

However, in order to become an Agile company, it is crucial that we all understand the Agile principles and way of working and take ownership to make it work: learn by doing. It will be rewarding in the end if you will experience it

Please be informed that we are encountering WLA-PHI issues in all Greater China offices. In the meantime, please use the wired network

Consistently raise the bar

Make a positive contribution to society

Today marks an important milestone for our company.

I recall vividly …

As per communicated earlier, we will proceed with removing …

If you have any questions or concerns about this change, please reach out to XiaoFei.

For tips and tricks on how to use Teams efficiently, check out the dedicated section

We would like to inform you that Rosa Chen has decided to **resign from** Philips to pursue other career opportunities outside of the company

Under her strong leadership, GC Ultrasound team overcame numerous challenges, gained significant market share, beat the competitions and became market leader in China.

We have already **kicked off** Yang Wei’s replacement hiring process. Meanwhile, to ensure **a smooth transition**, Yang Wei’s can **provide extended support on hand over** in Q4.

To learn more, you can find the recording of presentation.

Looking at the challenges the world is facing today, the expectations that society is placing on the contribution of multi-national companies have significantly increased.

For example, **in terms of** environmental responsibility, we are enhancing our ambitious to target …

Where we cannot completely eliminate our … emissions, we will **offset** them via investment in …

**When it comes to** social responsibility, we **commit to improving** the lives of 2 billion people a year by 2025

Across Philips, we will **step up our efforts** (加快速度) to build and foster an inclusive working environment

The lab built its capabilities in these fields with strong support from the Eindhoven labs

**Let me mention two other recent highlights** of innovations coming out of the lab.

**take up** the role of Head of the China Innovation Hub

brings an excellent blend of technical knowledge in SW engineering and Healthcare IT tailored to local customer needs

we sat down with Ching to learn more about his first impression at Philips and what’s yet to come under his leadership

firstly, congratulations on your new role as CTO of Philips Greater China. It has been almost two month since you joined the Philips family, what are the things that have impressed you most?

Adopting EcoDesign practices is vital to …

If you **have any queries about** this insurance, please contact …

We turned 20, to celebrate and cherish the moment

Digital is **a household word in recent years**. Integrated solution of smart devices, system, software, and service **plays critical role to unlock the full value** of digital potentials for Philips.

**With full house of people from** China Innovation Hub, head of Chief Architect Office (“CAO”) **delivered an exciting and inspiring speech on**...

Jan’s talk gave China colleagues a broadening view of Philips digital transformation progress **from architecture perspective**

**After the speech, questions emerged one after another**. Some colleagues were curious about the significance of CAO’s responsibilities and visions

**The meeting was of much knowledge and great use to all of us** at Philips, **which indeed left remarkable impact on the listeners.**

uses adaptive intelligence to pull data from various hospital sources to **present a holistic view of the patient.**

ICAP employees are **dispersed** in three main locations

Mr Bint has a propensity to **put off decisions to the last minute**

宾特先生习惯拖到最后时刻才作决定。

Apologies for the very late reply – it was **a very intense week**, with too many project reviews

We **made our commitment** in 2012 and we will **keep going**. Our mission and vision **remain our guiding light** and an inspiration to all of us who work at Philips. I am confident we will **achieve our targets** and **count on each of you to contribute**.

**We would like to invite you to complete** the Philips Business Integrity Survey. As Frans van Houten stated in his email earlier this week, **your insights are of great value.**

Completing this questionnaire will take you twelve minutes. It will close on 12 April. **Please give your honest feedback and express your own views, whether positive or negative**.

During this 12-week program, 4 internal teams from Research and several businesses will be working in a 90-day pressure cooker environment, giving the participating teams the possibility to take their innovations to the next level, ready for business launch.

Head of PIC Bangalore, will retire after leading PIC successfully over the years. Yinbin has been a highly trusted leader, **able to connect and bring people together**. Today under his leadership PIC is a 5000 strong organization contributing to Philips global product lines.

PIC has been successfully **positioned as** Innovation employer brand in the market, **which resulted in** attraction and retention of the best of talent.

Yinbin **has worked for over three decades in the technology industry, playing a number of roles. Prior to joining Philips**, Yinbin was …

Yinbin **mentored the Solutions team, working closely with multiple markets and strengthening the relationship with** …

As Head of PIC, Yinbin has invested in a highly engaged team, which is continuously striving to improve business impact via SW Excellence, Clinical domain knowledge and building strategic capabilities.

**Success in Philips depends on our working together to deliver the highest value to our customers**. Our General Business Principles outline **the expectations we set for ourselves to satisfy our customer’s need with quality products, services and solutions.**

To make sure that we are on the right track, every two years we run the Business Integrity Survey.

By understanding where we need to improve, we can truly deliver on our promise and exceed our customers’ expectations.

**We are pleased to announce that** Yinbin **joined Philip**s Personal Health, Greater China **in the role of** Sales Head of MCC, **reporting to** the undersigned, **effective** Mar 6th 2019.

Yinbin **brings extensive experience in** sales & marketing management. Before joining Philips, Yinbin has held multiple national sales director positions in various Global Top 500 companies.

I am very happy to have Yinbin take this important role. Please join me in welcoming him to Philips and wishing him success in his new role.

I am excited to announce the launch of Philips Talks, a quarterly virtual lecture series aimed at giving you an introduction to the groundbreaking developments in healthcare. **It’s a valuable opportunity for us all to expand our collective knowledge on** trends that shape the future of our company.

If you **have an appetite for** increasing your knowledge on AI, don’t miss it.

We have signed a 10-year innovation partnership with the …hospital group

I want to share some reflections from my recent trip to Brazil where I spent three days immersed with our customers and colleagues

Before we are going out to have clinical interviews, we would like to …

This will help us to **ensure that our subsequent efforts** in clinical interviews are **on target** (实现目标)

Relinquish his department head role (放弃)

Representing Philips in several roles

CIH presents you an instructional guidance of how to use Sharepoint and facilitate your daily work

You can find access to documents for …

We are approaching the end of year.

Leave Philips to pursue other career opportunities outside of the company

I will be on a business trip and won’t be able to attend

I’ve consulted an ultrasound doctor from …., and below are some notes:

The majority of the patient have liver cirrhosis and are recommended to screen every 3-6 months. These patients routinely get a ultrasound scan during screening.

Thanks a lot for your presence on LOI milestone meeting

To mitigate the risk of difficulty to adopt and deploy isolated algorithms in ICCA

Discuss together with Minnan on how China use cases can be landed in

As we **approach** the end of the year

Reflect on your performance throughout 2019, and to look forward to 2020 ahead.

To ensure we can have a smooth and high-quality process, here I’d like to highlight key steps and timeline for you to pay attention to

We have been keeping a cool head to protect the safety and health of our employees and their families **to the greatest extent**, while minimizing this disruption to our operations and our ability to serve customers, globally and in China.

Echoing with the government’s call, we have resumed work and production immediately during and after the Spring Festival in different ways.

In response to the guidance of the government, **with the purpose to** protect employees to the greatest extent, and to take into account the factors that may bring risks and inconvenience to employees and work, such as commuting, office fresh-air systems, catering, gathering meetings, children care and etc,

Up to today

Once we need to change this model of working, we will **communicate with you two weeks in advance** so that you can well arrange your time.

In the past month, many colleagues have **overcome various difficulties**

Although we were not able to get together

**The timely and quality** communication based on customer needs enables us to respond to customer needs accurately and swiftly

It has been proved that the “anti-epidemic new normal” of working is a highly efficient and responsible way to balance employee safety & health and operation & productivity for the company. Facing the sudden outbreak of the novel coronavirus, Greater China team has delivered great results in this new normal of working, demonstrating our strong power. I do believe that our team will turn to be more agile and much stronger out of the big test!

Regarding some questions on …, below is the link to …

Jiaying sent out the … on 02/19/2020

Please feel free to **reach out to** the coaches if you have any questions

Please be aware that we are currently experiencing … issues. The exact cause is unknown at this moment.

Users are unable to login to application via SafeNet

We apologize for any inconvenience earlier

Considering the COVID-19 outbreak, the meeting will be held online with 6000+ employees covering commercial organizations, enabling functions, R&D, …and etc…

The company’s global CEO will call in to share with us the important information from global and communicating with us online

Kindly please well arrange your time to ensure full participation in the virtual meeting.

Dear Colleagues,

I often hear people say that change is the only constant factor in our lives. With our Innovation2025 transformation in full swing, the need for change is becoming more and more evident and I am personally very excited to be part of Philips in this day and age. We are truly a purpose driven company and we are all part of this mission, no matter how big or small our impact. I am also a strong believer of the fact that organizational transformation goes hand in hand with individual transformation. Whether you are a scientist, business developer or a manager, none of us can afford to stand still from an individual perspective. This means that each of us must constantly adapt and develop. In short, we all have to increase our knowledge, improve our expertise and develop new skills to adapt to today’s needs and be fit for the future.

I believe this is important as it allows you to grow in your work, both on a personal and professional level. I also continue to develop myself almost on a daily basis, e.g by joining the Agile Leadership course, via the masterclass series and on the job, with a focus at the moment to learn more about our digital platforms. It keeps me motivated because I like learning and it enables me to contribute my part to our transformation.

That is why it is crucial to foster a life-long learning community and offer all of you the opportunity to learn new skills and grow your capabilities, both on a professional as well as on a personal level. For this reason, I am excited to share the Learning Menu with you, a selection of courses and other learning materials for all employees within CTO to improve the most relevant competencies for your daily job.

**I want to stress that** some learnings might be more relevant for you than others, so you can choose from this learning menu as you see fit. Many courses are free to use, for some your manager will need to give approval. So I encourage you to take a look at the selection we have created and register for the learnings that you believe can help you advance in you daily job. Also discuss your personal learning and development with your manager so you can **make the most out of** these trainings.

**I am looking forward to hearing your** personal experiences with our learning menu. We started with what is currently available in the Philips University, however it is just the beginning of our offering. If you are aware of learning modules that could be relevant for a broader group of people in our organization, let …or myself know. For further deep-dives into more specific topics, do check out the Masterclass offering to **improve your knowledge and skills on key topics**.

Together we learn, together we grow.

help us bring the best talent from your network to Philips

the diverse range of stories in this newsletter is reflective of the exhilarating and busy time we are all experiencing at Philips.

There are significant opportunities for us to strengthen Philips as a more competitive and resilient leader in healthcare, and with the right execution, I believe we can step up our long-term performance trajectory.

Our health and safety management system documents will go live soon. For the firstly published 12 procedures, we have received quite a few warm inputs, and we will revise the documents accordingly and formally publish soon.

For the second batch, we will publish 5 safety procedures, mainly covering the topics of Office Safety. **We’d like to get your opinions on** these documents during the period of 16th Jul – 30th Jul. your inputs are very valuable for us!

In just a few short months, COVID-19 **swept through** (横扫)the world. To understand the impact of COVID-19 on the world’s innovators, … we are pleased to share the results with you in the report.

**I will do whatever I can do to** promote good health and prevent unnecessary loss or damage of lives.

Procurement and Market Finance Leaders **came together** to align on the principles of Spend Management and the way we could apply the methodology to reduce …

As of date (即日起)

**Speaking about** the times, how do you look at the

We are all deeply affected by the …

Please well arrange your time to ensure full participation in the virtual meeting.

You may **raise your questions** online during the meeting

The meeting will take place from 16:00~17:00 and please dial in 10 minutes in advance to get well prepared for it.