Phil Cooper, RPA

CEO and
Chief Transformation Officer
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BIOGRAPHY

Phil spent most of his professional career as a second-generation owner of Cooper Pest Solutions, running it with his brother Richard, a world-renowned entomologist. Along the way Phil experienced the bruises of a family business along with the incredible rewards, growing it from 7 employees to 110, becoming the 54 largest company out of 20,000 pest control companies nationwide.

Along the way, the company won many awards to include, The NJ Family Business of the Year and Innovator of the Year. Despite the success, Phil knew his company had hit the ceiling. In 2015 he developed his Leadership Series as part of his WOW principles and introduced it to Cooper Pest Solutions. At the same time, he introduced to the Entrepreneurial Operating System (EOS) to Cooper and learned how a complete system with simple tools can supercharge a business. Cooper Pest experiences increased growth and increased earnings, leading to an acquisition by Terminix in 2018, securing his family's future.

Now Phil takes his learnings, his bumps, and bruises as well as achievements to his EOS® practice and his EOS clients. Phil's passion to excellence, teaching and coaching makes up his style. His energy exudes to each person he interacts with making his coaching and sessions powerful, energizing the teams he is working with.

In addition to EOS, Phil continues to be thought leader in helping service-based companies maximize their gross profit, employee experience, customer experience and talent acquisition by making their frontline service managers great.

Phil has been married for 34 years to Laura, with two amazing adult children. Phil leads the EOS Life with many hobbies, lots of travel, a thriving EOS practice and two businesses run by his leadership teams.