

Angela Cooper

Workplace Culture Strategist

An award-winning change agent and inspiring thought leader, Angela Cooper has been helping business leaders shape stronger workplace cultures for more than two decades. Her focus on organizational health empowers business leaders to get strategic about building healthier workplaces where everyone can operate at their best.

Angela's signature keynotes and empowerment labs energize audiences to channel their energy, activate their values, and unleash their full potential.

What Clients Say

"Culture exists either by **default** or by **design** - and we are choosing to shape ours intentionally."

PRESIDENT, PRIVATE ACADEMIC INSTITUTION

Future - Proof Your Culture

Protecting organizational health and high performance

There is an invisible force that influences absolutely everything at work - it's called culture. 66% of C-suite leaders say workplace culture is more important to organizational performance than the strategy or operating model*. The truth is, a company's workplace culture is one of its most undervalued assets - and to harness its power, you need a clear strategy.

This power-packed keynote reveals a new solution for shaping human-centered, high-performing workplace cultures where people and teams can flourish - the Organizational Health Operating System™.

Attendees will learn:

- What culture really is and how it can insulate your organization against disruptive forces.
- Why the four dimensions of organizational health are necessary for a high-performing culture.
- Which practical culture-shaping tools can be most helpful to create alignment and momentum.
- How everyone across the organization can use their power to shape a healthier culture together.

*PwC's Global Culture Survey



Book Angela

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Logistics

Audience: Intact Teams/Departments

Length: 90-minutes

Format: In-Person

Group Size: up to 40

Tools included to activate learning!

Rooting For You

Transform Team Results with A 'Feedback Reset'

On the strongest, highest-performing teams, people are genuinely **invested in each other's success** - they root for, rely on, and trust one another to **deliver results**.

This unique, shared learning experience helps colleagues explore new ways to leverage diversity of thought, amplify their collective strengths and **operate at their very best together**.

Teammates will test out creative coaching strategies that promote psychological safety, strengthen relationships, and unlock better performance. This mindset-shifting session creates a "feedback reset", helping teams evolve thinking, improve communication, and tap into the collective **wisdom of the team**.

What Participants Will Gain:

- **Growth Mindset Shift:** Reframe feedback as an act of support - a strengths-maximizing opportunity.
- **Coaching Skills:** Learn supportive peer coaching techniques that drive the team's collective success.
- **Actionable Tools:** Hot Seats, retrospective rituals, and stuckpoint sessions reinforce learning.



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Empowered to THRIVE

Elevate Development for Every Employee

As the future of work unfolds, our approach to employee development must evolve to keep pace. Forward-thinking organizations are investing in **empowering, outcome-driven solutions** to ensure all employees can thrive and perform at their best.

This impactful session introduces the THRIVE framework — a simple, repeatable process designed to help employees and managers eliminate roadblocks, align on priorities, and build meaningful support through better one-on-one conversations.

What Participants Will Gain:

- **Strategic Insights:** A deeper understanding of how employee thriving drives business results.
- **An Evolved Model:** A stable, actionable approach to ensure equitable employee support.
- **Practical Application:** A clear, easy-to-use template for employee + manager THRIVE Conversations.
- **Renewed Hope:** A forward-focused, empowering path to create real impact and optimism.



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Synergizing Strengths

Tap into Total Team Talent

Every team member brings a unique combination of identity, strengths, and lived experience — and when teams recognize and celebrate these layers, trust and collaborative energy grow.

This interactive lab helps participants synergize their team's full range of talents to build a more connected and high-performing team. Through self-reflection, structured strengths-sharing, and targeted appreciation practices, teams deepen relationships and lay the foundation for greater performance.

When people feel seen and valued for who they are, they give their best — and thrive together.

What Participants Will Gain:

- **Self-Insight:** Reflect on growth points, unique abilities and meaningful contributions.
- **Team Connection:** Build trust through affirmation and shared appreciation.
- **Practical Tools:** Practices, routines, and rituals for leveraging strengths in daily work.
- **Shared Purpose:** Understand how individual strengths combine to drive collective success.



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Boosting Belonging

Build a Culture of Everyday Inclusion

Belonging is not just a feeling — it's a **strategic asset** that fuels connection, engagement, and momentum across the organization. It's a shared experience, created through small, consistent intentional behaviors that say **'you matter to us'**.

This collaborative, engaging session invites teams to explore where belonging is built or broken in everyday work interactions. Together, they'll identify the **"critical few behaviors"** that signal inclusion, respect, and support. Through guided conversation and collaborative design, teammates will co-create simple, visible ways to bring more belonging into their daily work.

Whether it's how meetings begin, how hallway interactions unfold, or how people respond when others are struggling, this lab helps teams **commit to belonging in a real and tangible way**.

What Participants Will Gain:

- **Clarity of Experience:** Reflect on what belonging feels like, and how it shows up daily (or doesn't).
- **Defining Moments:** Identify the moments that matter most for building and sustaining belonging.
- **Behavioral Translation:** Uncover a "critical few" actionable, repeatable behaviors to shape culture.
- **Team Agreements:** Co-create team commitments to reinforce belonging in a relevant way every day.



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