

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



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What Clients Say

"Extraordinarily impactful!"

DIRECTOR OF STRATEGIC INITIATIVES,
NOT-FOR-PROFIT ASSOCIATION

The Power of **Becoming**

Harnessing Our Human Strengths for a Hopeful Future

How have you become who you are today? Behind every capable, resilient person is a journey of courage, adaptation, and growth.

This inspiring keynote invites audiences to uncover the strengths forged through life's challenges and to recognize how those experiences can build more hopeful, human-centered, and high-performing workplaces. Angela shares her personal story of hidden struggle and what it taught her about courage, empathy, and the power of being seen. She invites participants to reflect on their own pathways of becoming and to continue honing the strengths that will carry them through times of disruptive change.

Attendees will:

- Recognize how adversity shapes adaptability, resilience, and wisdom.
- Strengthen connection and belonging through affirming narratives.
- Gain renewed hope for the future and a clearer sense of how to activate the best in themselves.
- Get a bonus tool to continue Synergizing Strengths™ - an activity that helps teams identify, align, and leverage their collective strengths for greater collaboration and performance.



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What Clients Say

*"Simply exceptional.
One of the most impactful
events we've ever had for this
leadership group!"*

-SVP OPERATIONS, CREDIT UNION

The Inclusive Decision Lab

Practical tools to tap the full wisdom of the team

Group decision-making might be the most important function of any team.

Yet all too often, we fall into familiar traps: dominating voices go unchallenged, concerns stay unspoken, and frustration builds beneath the surface.

This interactive lab introduces practical tools and best practices that transform how teams can define, discuss, and deliver decisions. Rooted in psychological safety and designed for real-world application, it provides a collaboration framework that builds clarity, alignment and trust.

This insightful session empowers participants with:

- A deeper appreciation for how diversity of thought drives better decisions.
- Hands-on practice with inclusive techniques that draw out any group's best ideas.
- Tools to balance diverse input with decisive action for faster, smarter solutions.
- The Inclusive Decision Framework: A full set of customizable templates to take back and apply.



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What Clients Say

I use the tools I learned DAILY. I have witnessed myself protect my energy in moments that previously sent me into a burnout tailspin--it is so evident, that those closest to me have noticed.

The Power of Renewal has truly changed my life at work and home.

Thank you Angela!

-DEI DIRECTOR,
FINANCIAL SERVICES COMPANY

The Power of **RENEWAL**

Protect and sustain your energy for what matters most.

The intensity of these past few years has taken a toll, and a growing body of research confirms what we already know deep down: that if we don't manage our chronic stress, it can damage our health, disrupt our relationships, and threaten our livelihoods.

The good news is that there are insights, tools, and learned behaviors we can use to unwind the unhealthy habits that are burning us out. Even in the midst of societal uncertainty, big life changes and heavy workloads, it is possible to cultivate the energy for purpose-centered and joy-filled lives.

In this engaging and empowering session, participants will learn:

- A 4-part framework for energy renewal: Balancing, Batteries, Boundaries, and Beliefs
- Powerful mindset shifts to reframe thought patterns and support sustainable change
- Simple boundary-setting techniques to prioritize and protect your energy
- Practical habits, systems, and rituals to build resilience and maintain momentum



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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!

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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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 coaching 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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What Clients Say

"Truly empowering! This isn't just philosophy - our team got useful, practical tools that we started applying right away."

-DIRECTOR, MARKETING AGENCY

Peak Performance

Unlock the Power of Psychological Safety

What does it take to build a team culture where people feel free to speak up and challenge each other to perform at their best? It doesn't happen by accident - it happens by design.

In this interactive session, we'll explore the essential role of psychological safety in high-performing teams, debunk common myths, and examine how "rewarded vulnerability" unlocks trust, creativity, and growth. You'll gain practical tools to strengthen openness, empathy, and productive dissent - plus a customizable Team Identity Agreement and toolkit to continue building your culture with intention.

By the end of this session, participants will be able to:

- Define psychological safety and describe its impact on team performance.
- Recognize common myths and behaviors that undermine psychological safety.
- Apply practical tools that build collaboration, trust, and accountability within teams.
- Facilitate conversations that help teams align on shared norms and behaviors.



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