

## When business as usual no longer works,



## add Gail Schaper-Gordon to your team

If "the same old way" now produces mediocre results, bad attitudes, and difficult interpersonal relationships, change is imperative. But change is challenging. Many choose to continue to suffer for years, despite the loss of competitive advantage. If you are up for the challenge, Gail Schaper-Gordon, Ph.D., will help make the process easier than you expected, and the results surpass what you imagined.

Dr. Schaper-Gordon is a business psychologist who has also founded, built, run, and sold companies. She helps corporations, professional service firms, government agencies, and nonprofit organizations:

### Services and Programs to Improve Your Organization

*Win-Win Workplace Solutions* works locally and nationally in collaboration with leading specialists in behavioral change. Representative programs:

- Organizational Assessments
- Strategic Planning
- Board Retreats
- Team Building
- Leadership Training
- Business Partner Relationship Management
- Individual Personality Profiles
- 360° Evaluations

- Maximize the effectiveness of their employees
- Build teams committed to a shared vision and achieving shared goals
- Solve difficult interpersonal problems while preserving key relationships
- Adapt to the pace of change demanded in today's social, political, and business environment

### A few words from Gail Schaper-Gordon...

"I've observed three crucial factors that successful leaders have in common: They have a powerful, clearly articulated vision. They surround themselves with smart people who support that vision. They are always prepared to seize opportunities. Some people are naturals for success. Others must work hard for it. If you have a real commitment to success, I'll help you achieve it."

### How to Succeed in Business

# "If you have a real commitment to success, I'll help you achieve it."

**Dr. Gail Schaper-Gordon** launched *Win-Win Workplace Solutions* in 2000 based on a passion for helping people strive for excellence, identify and enhance their common interests, and use their differences as opportunities for creativity, challenge, and growth. Gail spent 10 years as a successful psychologist in private practice before founding a behavioral health provider network. She grew the network into a successful business with over 500 providers and contracts with physician groups throughout the greater Los Angeles area and Ventura County. She sold this business to Cedars-Sinai Medical Center in 1999. As a result of her own professional experiences and training, Gail understands how to work in sensitive and complex situations.

## Representative Clients

Pasadena Tournament of Roses Association

IndyMac Bank

Kaiser Permanente, Southern California Labor-Management Partnership

Century 21, All Properties

Western University, College of Veterinary Medicine

City of Glendale, Department of Community Development and Housing

Los Angeles County Bar Association, Dispute Resolution Services

Leadership Pasadena

Institute for Girls' Development

## A few words from Dr. Schaper-Gordon's clients

### **Tournament of Roses: Changing Within the Tradition**

"Gail was a critical component of our strategic planning effort, which undertook the daunting task of examining our traditions and practices – some dating back over a century. She quickly assimilated the Tournament culture and realized immediately that our organization did not always readily embrace change. She accepted our uniqueness and our input well and showed enormous flexibility in modifying her corporate experiences to our non-corporate culture. At the same time, she held her ground against protests when she knew her ideas would work better than those we proposed. Gail demonstrated strong professional expertise, maintained her good spirits and was always a pleasure to work with."

• *Mitch Dorger, Chief Executive Officer,  
Pasadena Tournament of Roses Association*

### **Self-Accounting: Taking a Mature Firm to the Next Level**

"When the firm began in 1994, the partners were close in age, backgrounds, values, and goals. Things are different today. The firm is larger, and the partners are more individual, both personally and professionally. Gail convinced us that we had to look at our own business and deal with interpersonal issues that affected our performance just as we look at our clients' businesses. She interviewed everyone. She's helping us create a work environment with goals that focus on the firm's growth and profitability while acknowledging individual partners' aspirations. Gail handled a delicate situation with professionalism and grace. I am impressed by her insights and her organizational abilities."

• *Gregory N. Lippe, CPA, Managing Partner,  
Lever, Lippe, Hellie & Russell LLP*

### **Retreat to the Future: Empowering Employees**

"Gail took charge of our department's annual daylong retreat. She turned a 20-year tradition upside-down by putting staff employees, not managers, in charge of the planning process. That's a democratic approach you rarely see in the public sector. It acknowledged the concerns of people at the staff level. It also made the process an exercise in self-affirmation for the planners. And the event was great! It had an upbeat tempo and good rhythm throughout the day. In evaluations, people said they felt connected with one another and were proud of the organization and their contributions. They said it was the best event in 20 years."

• *Ray Vargas, Housing Administrator,  
Department of Community Development  
and Housing, City of Glendale*