

## Transformational Teams: Creating an Environment that Fosters Productivity, Cohesion and Resilience

### Session Details

Faculty:	Dr. Ellen Burts-Cooper	Date:	Wednesday, June 10, 2020
Location:	Brookside Golf Club 1133 Rosemont Avenue, Pasadena, CA 91103	Sign In:	8:30 AM
Phone:	(626) 585-3594	Session:	9:00 AM - 4:00 PM

### Session Description

Organizations today must understand and leverage 7 critical attributes of cohesive, productive and resilient teams. This 1 day interactive course guides participants through a learning experience to develop the seven attributes and behaviors that are critical to high productivity and effectiveness. The seven critical team attributes include: Trust, Appreciation, Communication, Creativity & Ideation, Meeting Management, Behavior Management and Problem Solving & Decision Making.

### Biography

Dr. Ellen Burts-Cooper is the senior managing partner of Improve Consulting and Training Group, a firm that provides personal and professional development training, coaching and consultation. Improve has been featured in Time Magazine, Black Voices, Smart Business Magazine, Bloomberg BusinessWeek, Cleveland Jewish News, Cleveland.com and Crain's Cleveland Business.

Dr. Burts-Cooper is on faculty at Case Western Reserve University in the Weatherhead Executive Education Program and The Institute for Management Studies (IMS). She is the author of the books "aMAZEing Organizational Teams: Navigating 7 Critical Attributes for Cohesion, Productivity and Resilience" and "Canine Instinct: A Guide to Survival and Advancement in Corporate America." She also created the workshop curricula "Personal Positioning: Building Personal Brand Equity" and "Don't Just Think Outside the Box, Make the Box Bigger."

She earned a BS in chemistry from Stillman College in Tuscaloosa, AL, her PhD in organic/polymer chemistry from Virginia Tech in Blacksburg, VA, her MBA from the University of Minnesota, Carlson School of Business and her Lean Six Sigma Master Black Belt certification from 3M Company. You can listen to Ellen on her segment, "Improve Your Day with Dr. Ellen," aired on Wavelengths, The Wave 107.3 Community Affairs Show.

### Time Allocation - Topics

#### 10% Culture and Team Formation

- Intentionally creating an environment where employees thrive
- Developing highly productive teams, increasing efficiency, cohesion, productivity and commitment
- Improving team productivity & effectiveness through increased engagement & development strategies
- Understanding the impact of culture on productivity

#### 20% Critical Team Attribute: Trust

- Learning 5 key elements of effective trust
- Discovering behaviors that either enhance or erode trust
- Understanding how to communicate in a way that builds trust

#### 15% Critical Team Attribute: Communication

- Understanding the critical components of communication
- Developing communication strategies that resonate with all stakeholders

#### 50% Critical Team Attributes: Appreciation, Creativity & Ideation, Meeting Management, Behavior Management and

## **Problem Solving & Decision Making**

- Leveraging the power of appreciation in the workplace
- Increasing creativity and ideation through diversity of thought
- Producing outcomes through effective meeting management
- Increasing productivity and cohesiveness through effective behavior management
- Developing problem solving and decision making skills in order to yield optimal solutions

## **5% Team Development Action Planning**

- Creating sustainable strategies to build, manage, and sustain team cohesiveness and increase workplace productivity
- Testing and improving current team performance through a series of interactive team building challenges
- Understanding current team performance and determine specific plans to improve performance
- Determining immediate next steps: Identifying actions that you will stop, start and continue

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