



**ELLEN COOPERPERSON'S**  
**CORPORATE PERFORMANCE CONSULTANTS**  
**People • Productivity • Profit**

## **Ellen Cooperperson's Speaker Portfolio**

**Keynote & Workshop Facilitator**

Thank you for your interest in Ellen Cooperperson's speaking portfolio. She's a dynamic and thoughtful communicator who has advised high-level executives within multi-national organizations for more than 25 years. As the founder of Corporate Performance Consultants, one of the leading Organizational Development firms in the Northeast, she is well regarded as a keynote speaker, presenter, program facilitator and business leader.

Since 1986, Ms. Cooperperson has been working with an extensive list of Fortune 500 and Fortune 100 companies in a cross section of industries. The A-List companies Ellen has tailored programs/presentations for include:


- ALCOA
- Allstate
- American Express
- Bristol Myers Squibb
- Citibank
- Coca Cola
- DISC Graphics
- EFG Eurobank-Ergasias
- JPMorgan Chase
- Kozy Shack
- L'Oreal International
- Luitpold Pharmaceuticals
- Montefiore Medical Center
- New York Life Insurance
- Travelers Group
- The Bank of New York Mellon

Included among the organizations Ellen has keynoted for:

- The Society for Human Resource Management (SHRM)
- Hauppauge Industrial Association
- Long Island Center for Business & Professional Women
- St. Joseph's College
- State University of Hawaii
- American Psychological Association
- Women's Leadership Development Center
- Suffolk County Community College
- Huntington Cinema Arts Theatre
- SUNY @ Stony Brook
- American Society of Quality Management (ASQ)

Ms. Cooperperson has been featured in the Wall Street Journal, The New York Times, Long Island Business News, Newsweek, TIME, Newsday and News 12 Long Island among others. She is recognized as a business change agent who is leading "Courageous Conversations" in the workplace and the community— those discussions that are necessary when the stakes are high, emotions are strong and opinions vary. Her signature program teaches people and companies how to manage important conversations with honesty, respect and integrity.

Ms. Cooperperson's Speaker Portfolio includes information about the customizable educational programs and topics that she delivers either as keynote presentations or training seminars and workshops. Thank you for your interest.



**“Aligning your employees  
behind your vision  
of the future.”**



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## **Inspiring Achievement, One Company at a Time**

**“A life without integrity cannot be successful”  
– Ellen Cooperperson**

**“Wow! What every  
Corporation needs today  
is Ellen Cooperperson  
to come in and shake  
things up.”**

**—Pat Kitchen,  
Columnist, Newsday**

**“Working with Ellen  
opened up  
communication within the  
company, broke down  
walls and barriers, but  
most importantly taught  
everyone to treat each  
other as a ‘customer’ with  
respect and enthusiasm.”**

**—Ron Bergida  
EVP at Gilbert Displays  
Inc.**

**“Your ability to help  
employees understand  
the need for change and  
to align them behind our  
corporate mission is  
astounding.”**

**—John Kanas,  
President, Northfork  
Bank Corp.**

Ellen Cooperperson's views on leadership have truly influenced a generation of business leaders, entrepreneurs, professionals and community leaders for over 25 years.

She specializes in transforming the people side of the organization, to achieve improved business results. As a leading authority in corporate culture, she guides successful leaders toward positive lasting change in behavior for themselves, their people and their teams. A dynamic coach, trainer and communicator, she can inspire and move everyone from the C-Suite to the rank and file within an organization.

Ms. Cooperperson's ideas on corporate culture and communication, executive coaching, and business strategy, have been chronicled in major media outlets including the New York Times, Wall Street Journal, Businessweek, Newsday and the Long Island Business News. And her voice has echoed in the halls of Fortune 500 companies such as Merrill Lynch, ALCOA, Citibank, American Express, The Bank of NY Mellon, Coca Cola, and Bristol Myers Squibb among others.

**“Someone can give you a title and call you the boss, but you have to earn the right to be called a leader. How you go about doing that is the story of your company's culture, and it's a story you write every day.” *Ellen Cooperperson***

As the Chief Executive Officer of Corporate Performance Consultants (CPC), Ellen Cooperperson will tell you that her number one job is being the driver and safe guarder of the firm's incredible culture. Integrity tops the list of values that pervade the CPC culture. That's the foundation upon which she works and the underlying tone in her keynotes and workshops.

Championed by Ellen Cooperperson, CPC's operating focus is to help leaders drive the three most important aspects of their business – People, Productivity and Profit. Ellen contends that to accomplish this, a leader must set and protect the values of their company, and then align everyone in the organization toward a common mission and goal.

Among the topics that Ellen tackles in her workshops and keynotes: The changing 24/7 culture of the corporate world, organizational development, diversity and communication challenges, leadership models, management strategies, workplace stress, business operations and growth, and work life effectiveness.

# Ellen Cooperperson Biography



Ellen Cooperperson's vast knowledge of organizational development, culture change management and communications, coupled with over 30 years of diverse professional experience, has distinguished her as a leading corporate educator, executive coach and business strategist.

As the CEO of Corporate Performance Consultants, she has produced extraordinary results in both internal and external management consulting positions and in Executive Leadership roles. Her strategic organizational development initiatives have boosted employee effectiveness, connected structure with resources, strategy and reward systems and maximized individual, team and corporate performance.

In recent years, specific accomplishments included growing a Home Depot service merchandising company from 125 employees to 575 within 3 months; design and delivery of a customized merger integration process for Bank of New York and Mellon Corporation; and creation of a custom, actionable strategic program, *Navigating Through Tough Financial Times*, for Merrill Lynch Financial Advisors.

Ms. Cooperperson first made international headlines in the late 1970's when she challenged societal dictates regarding gender issues. Her battle in the State Supreme Court to change her name resulted in expansive public debate on gender bias in the media and workplace.

Ms. Cooperperson holds a Master of Arts degree in Organizational Development, is a Master Practitioner in Neuro-Linguistic Programming (NLP) and she is an adjunct faculty member of the Cornell School of Labor and Industrial Relations.

## Career Highlights

- Began her career as a Regional Manager for the Hershey Foods Corporation.
- In 1978, founded and became the Executive Director of the Women's Education and Counseling Center for the State University of New York where she designed and delivered educational programs for adult learners.
- Founded Corporate Performance Consultants, Inc in 1986 and grew it to become one of the leading Organizational Development, Customized Training, Process Improvement and Cultural Change Management firms in the Northeast.
- Earned the American Society for Training and Development's top awards for "Best in Training" and "Excellence in Organizational Transformation."
- Honored with the Achievers Award from the Long Island Center for Business and Professional Women.
- Chosen by Long Island Business News as one of the Top 50 Women in Business.
- Featured in numerous publications including The New York Times, Newsweek, Time, Newsday and The Wall Street Journal, among others.



# Keynote & Workshop Topics



## Ellen Cooperperson's "Transformational Topics"

### **Key Leadership Strategies:**

Leadership is crucial to navigate uncertain times in a climate where employee confidence is challenged. These programs deliver insight and practical strategies for establishing vision-based focus and building a mission-centered team including performance feedback and executive coaching.

### **Communication and Conflict Resolution:**

Courageous conversations are needed when the stakes are high, emotions run deep and opinions vary. Leaders learn how to open the lines of communication, actively resolve conflict, and align the organization behind one common mission.

### **Talent Management and Team Building in a Diverse Global Marketplace:**

In a 24/7 world which is in constant transformation, strategies can be specifically tailored for a company to effectively recruit, on-board, retain and engage a loyal multi-generational workforce.

**High Octane Women:** Women now comprise more than half the workforce. As baby boomers retire over the next decade, retaining and advancing women in the workplace becomes a business imperative. This program offers tools and techniques to help women improve their performance, advance on the corporate ladder, and design protocols for better work life balance.

### **Fueling Change in the Organizational Culture:**

Getting people to change in an organization requires insight and action from the top. These programs offer strategies used by top-performing executive coaches to fuel change in organizations and deliver mission-critical business results with less stress and more success.

### **Living at Warp Speed 24x7:**

With humor and deep insight honed during 30 years of executive leadership, Ellen Cooperperson delivers practical strategies for thriving in demanding business environments. On the agenda: work life issues, time management, mission control and transforming the human capital side of the organization to achieve extraordinary business results.

### **Building a Business in Tough Economic Times:**

It's important to stay focused on a company's mission with integrity despite turbulent economic times. This training portal presents ethics-based inquiry and protocol for addressing business integrity, decision-making, the corporate life cycle and executing business growth in challenging economic environments.

**[Ask Us About Customized Programs Addressing The Topics & Issues That Concern You Most](#)**

## Ellen Cooperperson's "Courageous Conversations"

"**Courageous Conversations**" are necessary when the stakes are high, emotions are strong and opinions vary. Ms. Cooperperson's signature program teaches people and companies how to manage important conversations with honesty, respect and integrity. Effective communication is required for the success of every business initiative. Courageous Conversations is a breakthrough communications program that builds meaningful dialogue across all levels of the organization.

The Courageous Conversations workshops offer tools that high-powered teams can use to maintain their strength and effectiveness. The process helps people establish safe ground for crucial conversations and allows people to safely say what is on their minds.

The engaging Courageous Conversations keynote presentation and workshop programs demonstrate the relevance of dialogue in building effective teams and companies. The program is customized to meet the needs of business and professional organizations by:

- ✓ Addressing the communication styles of participants and identifying ways to make communication even more effective.
- ✓ Providing practice opportunities that help transform both communication skills and organizations.
- ✓ Helping companies determine which conversations are needed to drive a successful future at each level of the organization.
- ✓ Providing tactical solutions and experiential training necessary to upgrade organizational conversations and enhance business results with employees, vendors, customers, financial sources and other stakeholders.
- ✓ Helping leaders, senior managers and employees gain the skills and finesse required to manage difficult conversations, create meaningful dialogue and achieve dramatically improved outcomes.

## Ellen Cooperperson's "Recent Keynotes & Workshops"

- ✧ Key Leadership Strategies for 2010
- ✧ Mentoring Moments
- ✧ Ignite the Fire! Inspire a New Generation of Empowered Women Leaders
- ✧ Women, Weight, and Spirituality
- ✧ Courageous Conversations
- ✧ Navigate Your Way Through Rough Financial Times
- ✧ Networking in a Diverse Work Culture
- ✧ Behavior Style and Its Role In Effective Communication
- ✧ How To Get People To Change - Quickly
- ✧ The Impact and Value of Executive Coaching
- ✧ On-Boarding for Employee Engagement
- ✧ The 5 Stages of Business Growth: Pitfalls & Strategies
- ✧ High Value Training: The Key to Competitive Advantage
- ✧ What Really Causes Breakthrough Results In Your Organization?
- ✧ Keeping Your Brand Promise: Challenges & Opportunities
- ✧ Breaking The 10 Habits That Keep You and Your Organization Stuck
- ✧ Living At Warp Speed 24/7: The Impact of Technology on Communication
- ✧ Emotional Intelligence: What It Means To Be Smart

# What Corporate Executives Say.....



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"The feedback from our middle managers has been even more positive than I had hoped and trust me, I expected a lot. Those 27 people are now functioning as one unit. The morale is high and has been improving steadily over the course of your sessions. Thank you for all your fine work at DISC Graphics."

**Don Sinkin, CEO, DISC Graphics**

"Hallelujah! Just when I started turning off all those canned, irrelevant management programs, along comes an organization that gets results."

**Norma L. Merrill, Human Resources, Ruco Polymer Corporation**

"The series of programs you developed to help our management staff gain the skills they needed was the best, from a practical point of view, of the many courses and seminars I have ever attended."

**Henry Kraeter, Personnel Director, South Oaks Hospital**

"You certainly captured the audience as witnessed by the reception and feedback. You are the kind of role model worthy of following. You've demonstrated the ability to "walk your talk" – a true professional."

**Esther Bogin, President, LI Center for Business & Professional Women**

"The immediate response to the program was overwhelmingly positive. More impressive to me are the unsolicited comments and notes I've received long after the workshop ended. A number of the participants continued to meet to discuss ideas you presented. This kind of involvement means that we met the source objectives of enhancing understanding of *Newsday's* culture & strengthening networks among our talented professional. Thank you for working with me to make sure this course was right for *Newsday*."

**Elizabeth V. Drewry, VP Human Resources, Newsday**

"I have personally grown through your education and coaching. I no longer have to implement the management technique of the year or wait for the next gimmick to come along. I look forward to working with you in the future, as we live our journey to continuous improvement."

**Steven Haedrich, President, New York Label**

"If you have prospective clients that want to talk to current/former clients, please consider me an evangelist. I'd be happy to sing your praises."

**Ben Diamond, President, HCCS - Experts in Healthcare Learning**

"Perhaps the most important thing I have ever done for my business, doing this for 30 years. Loved working with her and her crew."

**Robert Yeganeh, President  
Love My Shoes**

"I have worked closely with Ellen in numerous venues, including speaking engagements and helping mutual clients. She always brings a great level of commitment, enthusiasm, and knowledge to all of her professional relationships. Ellen understands what it takes for companies and people to be successful. If you are considering working with Ellen, be prepared to be truly heard, and then to be given straightforward suggestions that will yield results."

**Richard Isaac, Founder & President  
Sandler Training**

"You pushed us to grow. The net result was our transformation into a cohesive vibrant team. The officers are taking on new responsibilities. Our efficiency levels have increased and the quality of our audits have been favorably impacted. Coming to work has become a pleasure."

**Fred Gennari, Vice President, EAB**

"Your program was incredible! My phone has been ringing all day with calls in exuberant praise of you."

**Marcy Tublisky, Executive Director, HIA**

"Ellen Cooperperson's upbeat message empowers people to move forward and overcome the challenges of work—and life."

**Martin Aschner, Assistant Manager, MTA Long Island Rail Road**

"It seems like a miracle when Ellen appeared in my life. All aspects of my life needed improvement simultaneously and Ellen played a critical role in guiding me down a path of discovery, realization and healing. I can honestly say I am in the best place I've ever been and feel more peace, insight and success than ever before. I don't know where I'd be today if it weren't for Ellen Cooperperson and the work we did together."

**Elizabeth Smith, Morgan Stanley Smith Barney**

"Ellen provided me with a real view of how I am perceived in my workplace and in understanding how I can enhance my relationships with those with whom I work and live for the success of all."

**Patricia C. Marcini, Esq., Farrell Fritz, P.C.**

# CONTACT Ellen Cooperperson



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