

Win-Win Workplace Solutions

www.winwinworkplace.com

Gail Schaper-Gordon, Ph.D., Business Psychologist

Dr. Schaper-Gordon leads a firm that develops leaders and organizations. Her role in Win-Win Workplace Solutions is to work with clients to assess their needs and create a development plan that will transform their individual and organizational potential into optimal performance.

Prior to founding Win-Win Workplace Solutions, Dr. Schaper-Gordon was the Executive Director of a corporation that she co-founded, which specialized in providing patient treatment management and referrals to multi-disciplinary behavioral healthcare providers. She also was the founder and leader of a network of more than 500 behavioral healthcare providers. Together these two corporations created a behavioral healthcare delivery system that contracted with managed care organizations and physician groups to provide patient services throughout the greater Los Angeles area and Ventura County. Dr. Schaper-Gordon led these entrepreneurial organizations from inception through acquisition by a large regional hospital system.

Dr. Schaper-Gordon has combined her 17 years as a business owner and entrepreneur in the behavioral healthcare industry with her specialized training and experience in human behavior assessment and change to bring an integrated and experiential approach to client projects. In her work with individuals, Dr. Schaper-Gordon's typical engagements include advisor to the chief executive, developing key leaders and managers, derailment prevention with valued but under-performing contributors, and conflict resolution involving key but threatened relationships.

When working with entire departments, Dr. Schaper-Gordon's typical engagement focuses on achieving a cultural transformation. These culture shift projects are typically initiated with an organizational audit in order to develop a change management process that integrates human resource strategies with the organization's business objectives. She works closely with the team members involved to establish individual relationships that can be the foundation of individual growth and increased productivity.

Dr. Schaper-Gordon brings an array of tools, as well as executive experiences, to the table for clients. She utilizes the most current technologies and assessment tools available to make the process as efficient and impactful as possible. She uses these advanced tools to maximize the outcomes in such areas as pre-employment assessment, management development, executive coaching, succession planning and performance enhancement. She also conducts customized workshops and retreats around team building, leadership development and performance enhancement utilizing adult learning models that include experiential learning in optimal learning environments.

Dr. Schaper-Gordon brings a unique perspective to her work as a result of her extensive leadership roles in managed behavioral healthcare, business and professional organizations and from her own accomplishments as an entrepreneur. Having earned a doctorate in Psychology from the California School of Professional Psychology, LA makes her uniquely qualified to work side-by-side with the business world's most talented contributors, coaching and advising them to greater levels of performance and personal satisfaction. Her ability to quickly establish trusting relationships allows her to help people effectively work through difficult challenges and issues in order to become more successful.