

# THE CENTER FOR ORGANIZATIONAL ADVANCEMENT IS TAKING ITS SEMINARS ON THE ROAD

What do Milwaukee prison inmates, Milwaukee bankers and Racine social workers have in common? All three of these groups have increased their skills in communication, team building and recognition of learning styles through group trainings presented by the Center for Organizational Advancement (COA) of Rogers Memorial Hospital.

COA is headquartered in the Multi Purpose Center next to a ropes and challenge course on the hospital's Oconomowoc campus. The center provides training in team building, problem solving and positive interaction. The strength of its program is its universal application and its ability to present seminars off-site. "Many organizations think of COA as only a ropes and challenge course experience, but our off-site trainings are equally effective," said COA program manager Cynthia Paris. "In most life situations, a person will benefit from having good communication and problem-solving skills, either in an individual or group context. These skills can be learned with group initiatives and debriefing that doesn't require a ropes course. We meet with customers and help them pinpoint their challenges, then we design a training that addresses those specific needs."

Paris said the COA staff developed and implemented a personal growth program for Milwaukee County prison inmates that focuses on recognition of abilities and respect for self and others. "The program began this past year and has had such a positive impact that Milwaukee County recently extended our contract to run through 2008."

The manager training for a Wisconsin bank was a 5-day seminar that taught skills in time management, leadership, customer service and diversity. "The bank has been pleased with the program and is booking ahead for spring 2007. COA worked with the bank's trainer to create a program that suited their needs. COA's goal is to provide similar programs to other companies," Paris said.

In April, Paris presented a two-hour workshop for the Institute of Graduate Studies held at Case High School in Racine. Social workers, teachers and school psychologists attended the Institute's weekend classes and received graduate credit from St. Thomas University in Minnesota. Paris said the workshop focused on creating participative learning environments for students with a variety of learning styles. "Attendees were able to experience the movement-based activities and discussion techniques that will be useful tools for their real-world practices," she added.

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COA has designed and implemented an effective at-risk youth program for an area high school, parent trainings on communicating with teens, and teacher in-services on how to address

different learning styles. The center also is partnering with the Medical College of Wisconsin as part of their program of in-house staff development seminars offered to staff of the Medical College and surrounding medical care providers, including Children's Hospital of Wisconsin and Froedtert Lutheran Hospital.



Cynthia Paris, COA Program Manager

"COA unleashes positive potential," said Paris. "We have active, hands-on experiences that create awareness of individual and group abilities, while addressing areas to improve. No one sleeps through our seminars. We get people on their feet and excited about possibilities and how to achieve them."

Find out how COA can energize your business, organization, school or special population with an on-site training. Visit us online at [www.coaprograms.org](http://www.coaprograms.org) or call 800.767.6702 x396 or e-mail her at [coastaff@rogershospital.org](mailto:coastaff@rogershospital.org).