



Dr. Debra Dupree

CREATING SOLUTIONS TO STRENGTHEN
PERFORMANCE AND PROFITABILITY BY
REDUCING CONFLICT

DR. DEBRA DUPREE SPEAKER BIOGRAPHY

DR. DEBRA DUPREE is the founder and president of Relationships at Work, Inc., a San Diego-based consulting firm specializing in mediation and leadership development for more than 20 years.

Dr. D specializes in working with leaders to proactively confront conflicts that erupt from personality clashes and bad bossing. Why? Because conflict costs leaders in ways that erode the bottom line. She designed and implemented strategic management and mediation programs for company greats like Qualcomm, Hewlett Packard, Honeywell, Prudential Overall Supply, Imperial Irrigation District, the Port of San Diego and many more, saving millions by preventing lawsuits. While working with leaders and their legal counsel around workplace conflict, her exposure to leadership challenges grew and her expertise in leadership development evolved.

Her entrepreneurial spirit started at a young age, growing up in a family-owned business in Minnesota. She became a partner at her first employer after graduate school within four years of starting, later selling that practice when no one thought she could. She moved and started over in San Diego in 1989. Within six months, she reached her one-year goal and grew the business to nearly \$1 million in revenues over a five-year period.

SPEAKER TOPICS:

- **LEADERSHIP GREATNESS:** Today's successful leader involves leadership Greatness at many levels
- **EMOTIONAL INTELLIGENCE RICHNESS:** Understanding and building Emotional Intelligence is critical at every level of an organization, large or small
- **CULTURAL, GENDER & GENERATIONAL AWARENESS:** Successful leadership includes the skills, knowledge & awareness needed for leading a culturally diverse workplace
- **COMMUNICATION & CONFLICT SAVVY:** Building on our emotional intelligence, we translate these essentials by developing our communication savvy by delivering with tact, poise and diplomacy
- **POWERFUL & PERSUASIVE PRESENTATION:** Today's approach to working with people, internally and externally, demands a consultative spirit, working closely with customers to uncover their needs, values, fears and concerns

As a workplace mediator and leadership trainer, she became even more intrigued by the dynamics of human behavior in the workplace and returned to school in 2013, pursuing her Doctoral dissertation on the Psychology of Good Bosses vs. Bad Bosses.

"The buy-in Debra obtained from a staff previously divided by major conflicts was incredible to watch. Debra has the ability to see the real issues through the smoke screen. She has a wonderful ability to communicate effectively and respectfully with all levels of staff and also the Board of Directors. She gets action and results in an efficient and cost-effective manner." B. Trotier, formerly with Southeastern Economic Development Corporate, San Diego

Dr. D is working on her first book "Unbelievable Leadership: From Bad Bossing to Great Leading" and is the author of numerous articles, frequent radio interviews and podcasts on leadership, communication and conflict, and change management. She has a passion for helping people through sticky situations.

In 2005, she was selected as one of three SUPER SMART MEDIA-TORS by the Greater Los Angeles Federal Executive Bureau in 2009 for her work with civilian employee disputes. She was nominated for the San Diego Business Journal "Women of the Year" and selected by NEWSWEEK Magazine as one of the top five psychotherapists that same year. She speaks frequently at professional conferences, leadership retreats, and on-site training for organizations.

*"Debra...has a lovely way of both connecting with people and driving sustainable and actionable results."*Chelsea Hogan Director, Human Resources, Corporate USA, Americas Region, Canada and Export Markets at Heineken



Discover the keys to becoming an unbelievably good leader.

YOU can become that unbelievable leader! Call me now to get started.

1.800.743.1973

www.relationships-at-work.com

dr.dupree@relationships-at-work.com