
Curriculum Vitae

Dr. Debra Dupree

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Workplace Mediation:

- Family Owned Business
- Employee Relations
- Business Partner Relations
- Leadership Disputes
- EEOC / DFEH Issues
- Reasonable Accommodation

Coaching

- Preparing for Negotiation
- Preparation for Mediation
- Strategic Planning and Organizational Change
- Shaping Good People into Great Leaders
- Transforming Bad Boss and Bullying behavior

Training

- Leadership Development
- Emotional Intelligence & Mindfulness
- Consultative Sales
- Generational & Cultural Diversity Challenges
- Professional Communications
- Conflict Management
- Sexual Harassment

Work Climate Studies:

- The Impact of Bad Bosses
- The Cost of Personality & Leadership Conflicts
- The Impact of Leadership Qualities on Organizational Profitability
- 360-degree assessments

Forensic Mental Health

Consultation

- Wage Earning Capacity following termination, disability and reorganization
 - Psychological Evaluation
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OVERVIEW:

I work with businesses to create solutions to strengthen performance and profitability by reducing conflict.

I do this by delivering **business mediation** and **leadership services**. Leaders who benefit from these types of services include the following:

- Companies going through a growth phase with changing leadership
- Companies undergoing structural change and reorganization
- Companies preparing for sale (IPO)
- Companies taking on investment partner(s)
- Family-owned businesses (FBO) dealing with succession planning, family disputes, and leadership challenges
- 50:50 Partnerships in conflict
- Leaders in marital / family strife

My business is certified as a Women-Business Owned Enterprise (WBE) and a Small Local Business Enterprise (SLBE), qualified for government and private entity contracts.

QUALIFICATIONS

Education

Doctor of Psychology (PsyD) – 2013 -2014, Ryokan College, Los Angeles, emphasis on the Attachment Theory, Neuroscience and Leadership/Intimate Relationships.

Pre-doctoral Studies – 1991-1993, San Diego State University, emphasis in Rehabilitation Administration and Organizational Psychology.

Master's Degree, Education (MA) – 1982, University of California, Santa Barbara, emphasis in Vocational Counseling & Assessment, Marriage Family Therapy, & Organizational Psychology.

Bachelor's Degree, Psychology (BA) – 1979, University of California, Santa Barbara; undergraduate emphasis at the University of Minnesota, Minneapolis, MN included Cross-Cultural Studies (Turkish/Middle Eastern Relations.), Spanish & Special Education (1974-76).



Professional Certifications/Credentials

Vocational Assessment & Disability Management:

1986:	Certified Rehabilitation Counselor (CRC)
1986:	Licensed Marriage & Family Therapist (LMFT)
1990 & 2000:	Certified Ergonomic Evaluation Specialist (CEES)
1990:	Certified Case Manager (CCM)
1990:	Windmills Certified Professional in Disability Awareness
1997:	Certified Professional in Disability Management (CPDM)
2002:	Certified as a Woman-Business Owned Enterprise (WBE)
2005:	Certificate of Completion: Robert Hall, Ph.D. SEDEC Method for Evaluating Diminished Earnings Capacity
2005:	Advanced Practitioner in Workplace Mediation
2008:	Certified High Conflict Diversion Professional (Psychological Disabilities)
2010:	Certified Conflict Coach (Manager-Employee Relations)

Workplace Employee Relations:

1994:	San Diego Mediation Center (24 hr. Certificate in Basic Mediation)
1999:	Mediation Training Institute, Inc. (16 hr. Certificate in Conflict Management for Managers)
1999:	Diversity Training, Champion Services Group / Southern California Edison (24 hr. Train the Trainers Conference & Certificate of Completion)
2001:	National Conflict Resolution Center (formerly known as the San Diego Mediation Center) (40 hr. Credential in Advanced Techniques)
2001:	Equal Employment Opportunity Commission (16 hr. Certificate in Title VII Protections)
2003:	Mediation Training Institute, Inc. (40 hr. Certificate in Workplace Mediation)
2004:	Mediation Training Institute, Inc. (40 hr. Certificate in Advanced Workplace Mediation)
2005:	Equal Employment Opportunity Commission (8 hr. Certificate Update in Title VII Protections) Advanced Practitioner in Workplace Mediation, ACR
2007:	Coast to Coast Mediation Services (36 hr. Certificate in Business Partner Dissolution / Family & Divorce Mediation)
2007:	United States Postal Service (USPS) (24 hr. Certificate in Transformative Mediation for Workplace Disputes)

Areas of subject matter expertise:

- Work Climate Studies for Organizational Functioning (Leadership and Communication Styles, Intra-organizational Dynamics, Gender/Generational/Cultural Differences, Bullying, Sexual Harassment, Hostile Workplace, Discrimination & Retaliation)
- Emotional Intelligence and Mindfulness in Leadership
- Communications and Conflict Management
- Transforming Bad Bosses and Workplace Bullies
- Diversity Training: Gender, Generational and Cultural Differences
- Wellness and Relationship Programs (Stress Management, Time Management, Project Management Facilitation, Communications for Enhanced Performance, Team-building, Ergonomics & Reasonable Accommodation)
- Civil Rights Act (CRA) - Title VII Employment
- Americans with Disabilities Act (ADA) - Title I Employment Accommodation & Title III Public Accommodation

Vocational & Disability Expert Testimony:

- Reasonable Accommodation
- Employment Discrimination, Retaliation & Hostile Workplace
- FEHA/ADA-Title I and Title III
- Personal Injury
- Vocational Assessment for Spousal Support

- Longshore & Harbor Workers' Act
- California Workers' Compensation Appeals Board Hearings
- U.S. District Court
- San Diego County Superior Court

Special Teaching Assignments:

- Performing essential functions analyses
- Conducting vocational evaluations and labor market surveys
- Assessing wage earning capacity
- Maximizing your presentation through effective resume preparation
- Designing and implementing customized training, work climate studies and ergonomics and reasonable accommodation programs. Clientele include:
 - Burgers & Beer
 - California Water Service
 - City of El Centro
 - Dart Container
 - DLA Piper
 - Eastern Municipal Water District
 - Heineken, USA
 - Hewlett Packard
 - Hilton San Diego Bayfront
 - Honeywell
 - Imperial Irrigation District
 - Imperial Valley Housing Authority
 - Jackson Health Foundation
 - Medical Board of California
 - Port of San Diego
 - Prudential Overall Supply
 - QUALCOMM
 - San Diego County Credit Union
 - Southeast Economic Development Corporation
 - Sugar CRM
 - Teradata
 - USDA/APHIS/PPQ
 - U.S. District Court, Southern District of California
 - United States Gypsum
 - Valley Faire Outdoor
 - Winston & Strawn Law Office
- Negotiation, Mediation & Arbitration
 - Adjunct Professor: National University and California Western School of Law

Professional Speaker:

Examples include but are not limited to the following:

1986-88: Rehabilitation Bureau, Division of Workers' Compensation – Job Analyses & Conducting Labor Market Surveys – Ventura, CA

1988 & 1990: California Association of Rehabilitation Professionals (CARRP) – Reasonable Accommodation Strategies and Ergonomic Interventions for effective return to work programs – Monterey & Santa Barbara, CA

1997 & 2009: Disability Management Employers Coalition (DMEC) – Essential Functions Analyses and Disability Management Programs for Return to Work and Reasonable Accommodation – San Diego, CA

1999-2002: USDA / APHIS / Plant, Protection Quarantine – California Port Directors Annual Meeting – Return to Work Strategies for People with Disabilities – Statewide Services at all major airports and border crossings.

2000-2005: Mediation Training Institute (MTI) – Workplace Communication and Conflict Management Strategies for Leaders: Managing Workplace Performance – United States and Canada

2003: Natural Conservation Resources Services (NCRS), U.S. Forest Service – Managing Change with Fiscal Cutbacks – Speaking Tour throughout California

2007: USDA EEO Conference – Four Generations in the Workplace...Working with Differences to Manage Job Performance – Washington, DC

2008: FDR Conference – Communication Skills for Managing Differences in Job Performance - Orlando, FL

2008 – present: Negotiation, Mediation & Arbitration - California Western School of Law – San Diego (Adjunct Professor)

2009: California Court Reporters Association (CCRA) – Ergonomic Practices in the Courtroom...Preventing Disability - Palm Desert, CA

2009-2012: Orange County Mediation Conference – Strategies for the Legal Professional in Recognizing High Conflict Traits – Tustin, CA

2008, 2010: San Diego County Bar Association – Mediation Practices in Disability Management for Reasonable Accommodation – San Diego, CA

2008-2012: Adjunct Professor, California Western School of Law (Negotiation, Mediation & Arbitration) – San Diego, CA

2011-2013: Department of Navy, Region Southwest– Communications & Conflict Management Skills for Leaders – Managing Workplace Performance – San Diego, CA

2011-2012: QUALCOMM – Ergonomics in the Workplace – reducing disability...improving productivity and performance – San Diego, CA

2012: California School Personnel Association Conference (CSPCA) – Communications & Conflict Management – San Diego, CA

2012: California Association of School Business Organizations (CASBO) – Communications & Conflict Management – San Diego, CA

2011-2014: San Diego STAR Speakers Guild – San Diego, CA – Maximizing Effectiveness, Leadership with and without Authority, Presentation Skills for Success

2009-2014: Teradata, Women of Teradata (Pakistan, Australia, Pacific Rim, San Diego) – Leadership with and without Authority, Conflict Managements Skills for Women, Negotiation Strategies for Women, Managing Emotional Intensity, Managing Multiple Projects

2009-2015: ComPsych - Chicago, IL – Stress Management, Time Management, Emotional Intelligence, Mindfulness, Managing Your Stress, Sleep Management (programs designed through Employee Assistance Programs for local San Diego entities)

2010-2012: Orange County Mediation Association – Irvine, CA – Managing High Conflict Personalities in Litigation & Mediation Disputes

2012: WELLPOINT – San Diego, CA – Managing Emotional Intensity: Strategies for Mental Health Professionals

2012: San Diego County Bar Association, Family Law Division – San Diego, CA – Managing Differences: Gender, Cultural and Generational Gaps

2012: Old Mission Rotary – San Diego, CA – Managing Emotional Intensity for Enhanced Communication in All Walks of Life

2010-2015: Skillpath Seminars – Kansas City, KS – Essentials of Communicating with Poise & Diplomacy, Conflict Management for Women

2013: Hilton San Diego Bayfront – San Diego, CA – Leadership Development in Communications and Conflict Management

2014: United States Gypsum – Plaster City, CA -

EMPLOYMENT:

2012-present: Founder/Principal, TRIAD Divorce Mediation Services, San Diego, CA

2011-present: Founder/CEO, Relationships At Work, Inc., San Diego, CA

2005-present: Founder/President, Relationships That Matter, San Diego, CA

2010-present: Professional Speaker, SKILLPATH Seminars, Kansas City, KS

2007-2012: Adjunct Professor, ADR, California Western School of Law, San Diego, CA

2006-2010: Adjunct Professor, National University, San Diego, CA

1999-2011: Sr. Consultant, The Champion Services Group, Inc., Miami, FL

1999-2004: Director of Training, Mediation Training Institute, Inc., Kansas City, KS

1995-2011: President / Disability Management & Ergonomic Evaluation Specialist, Vitali WORCS – Workplace Consultants, San Diego, CA (incorporated as Relationships At Work, Inc. in 2011)

1989-1994: Founder/President / Vocational Rehabilitation Counselor, Vitali WORCS – Rehabilitation Consultants, San Diego, CA

1987-1989: Founder/President /Vocational Rehabilitation Counselor, Vitali WORCS – Workplace Consultants, Santa Barbara, CA

1985-1987: Partner / Vocational Rehabilitation Counselor, Casserly & Associates, Santa Barbara, CA

1982-1985: Vocational Rehabilitation Counselor, Casserly & Associates, Santa Barbara, CA

Special Accomplishments:

1991: President, California Association for Rehabilitation & Re-Employment Professionals (CARRP).

1993: CARRP Board of Directors – Special Projects Director: National Teleseminar Series on implementing the Americans with Disabilities Act in collaboration with Long Beach State University and San Diego State University.

1997: Recognition at the Disability Management Employers Coalition (DMEC) for design and development of the first disability management program for work- and non-work related disabilities related to Workers' Compensation and the ADA/DFEH requirements for Reasonable Accommodation substantially reducing costs for a major power and water utility.

2005: Super SMART Mediator, Federal Executive Board, Los Angeles for Equal Employment Opportunity Commission.

2009: NEWSWEEK - TOP TEN PSYCHOTHERAPISTS in San Diego County.

2009: San Diego Business Journal – Nominated for Women Who Mean Business in San Diego County.
