



THE 90-DAY  
**LEADERSHIP BOOTCAMP**

Leading Consciously Now and Building  
a Courageous Workplace Culture

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WITH DR. DEBRA DUPREE, PSYD

*“Imagine if you could cast a magic spell over your entire team and suddenly all the complainers became problem solvers, the safely silent became innovators, and your bystanders became upstand-ers?”*

KEVIN KRUSE  
CEO OF LEADX AND NEW YORK TIMES BESTSELLING AUTHOR

# Learn, live and grow!

*with Dr. Debra Dupree*



## **Today's workplace is challenged in many ways.**

And, they come from many directions:

- the usual co-worker riffs when differences become conflicts
- supervisors who promote from within for what they know rather than their potential to lead people
- managers who micromanage and miss opportunities to build people
- leaders who put their own interests or financial needs of the organization before their people.
- power- and ownership-challenges at every level
- subtle and overt sabotage of others' accomplishments

Add these types of damaged relationships on top of underlying racial, gender and generational biases, inequities and disruptions surface in all directions.

It's a bewildering place for today's employees and their leaders when communication and conflict management strategies are not in place. It doesn't feel „psychologically safe” to speak up and voice ideas OR put a stop to difficult „bullying” behavior (at any level).

And, it makes it difficult for the advancing professional who wants to grow a leadership mindset when effective role models are lacking and support is withheld.

## Did you know...

- 61% of bullying comes from bosses or supervisors.
- 33% comes from co-workers.
- 6 percent occurs when people at lower employment levels bully their supervisors or others above them.
- About 70% of bullies are male, and about 30% are female.
- Both male and female bullies are more likely to target women.

*~ Workplace Bullying Institute, 2019*

## Does this look like your workplace?

I see it all the time in mediation and my conflict coaching practice.

These kinds of behaviors cost American organizations billions of dollars measured by loss of productivity, decreased product quality, wasted time, absenteeism, increased illness, decline in customer service and satisfaction, loss of good employees, and more.

As early as 1998, the Department of Labor found that “good employees” leave “good organizations” due to unresolved conflict. And, departures were particularly marked by conflicts left unmanaged by their supervisors, leaving workplace relationships and environments in a state of disarray. Unfortunately, this hasn’t changed.

These kinds of workplace scenarios demand attention before they become costly, and disruptive, to your organization and your people.

What does your workplace culture look like? How engaged or disengaged are your employees?

Gallup has been tracking what they call “employee engagement” since 2000.

## Why?

Workplace morale was down in the midst of changing landscapes due to turbulent times, political changes and economic uncertainty, all of which only escalated over time.

In a 2008 poll, Gallup produced these results:

- 20% of the workforce were highly engaged
- 60% were considered marginally engaged
- And, a dismal 20% were disengaged

## What does this mean?

Gallup defines “engaged employees” as those who are involved in, enthusiastic about and committed to their work and workplace.

When organizations invest into the culture of the workplace, shifting attention to the needs of the people and not just the bottom-line for shareholders or demands from customers, it pays off (Gallup, 2008).

The Gallup 2014 follow-up gives proof of what this means for employers who took these findings to heart and did something about it:

- 31.5% considered engaged (↑ up 11.5%)
- 51% remained moderately engaged (↓ down 9%)
- 17.5% were still disengaged (↓ down 3.5%)

Managers, executives and officers were found most highly engaged out of all employees while millennials were considered least engaged. Based on national averages, employees in manufacturing and production were also the least engaged.

Is it time to start paying attention to the behaviors of disengagement and what your employees really need in today’s chaotic work environment?

**I believe so and guess what? There IS something you can do about it!**

## **What is the 90-day AGILE Leadership Bootcamp?**

First, a little background...

This program evolved out of 25 years of workplace mediation experience laying the foundation for my 2014 doctoral dissertation on the “Psychology of Good Bosses vs. Bad Bosses.”

### **What was learned?**

Personalities are defined by inherent characteristics that shape development into adulthood, i.e. how one naturally shows up. And, the surrounding environment also highly influences how one thinks and feels. Those same characteristics can be changed and shaped through learning experiences.

Changing the environment, i.e. the culture, influences change in the people in ways that lead to positive change and hope for the human work experience.

### **How do we do this?**

Positive change is accomplished through an understanding of the neuroscience behind behavior in daily work relationships.

Change is experienced by developing emotional intelligence (not just relying on intellectual intelligence), how one naturally communicates and manages conflict.

These are all natural tendencies. Yet, the impact of these natural tendencies can have damaging effects on others around in ways not often realized or understood.

It's not about “right or wrong” behaviors.

### **It's more about asking three questions:**

- 1) Is it (the behavior) getting you where you want to go?
- 2) Are you experiencing relationships in ways that produce positive results and well-being (for you as an individual and for the organization?)
- 3) What is the business problem created by the behaviors displayed?

**As Dr. Phil asks, “how's that (behavior, attitude, tone) working for you?”**

Behavioral change is most successfully accomplished over a 12-week period (90-days) through consistent and repeated performance. **Yes, repetition reinforces retention, aka change!**

**The 90-day Agile Leadership Bootcamp offers you exactly that.**

## **What does it look like?**

Training and learning are powerful tools to increase awareness for „change” opportunities.

The opportunity to transfer learning and apply it to daily living takes time.

And, then grow from the missteps until life gets better and better at what was learned.

Out of moments of pain comes the momentum for gain!

# **THE 90-DAY AGILE LEADERSHIP BOOTCAMP**

*Learn. Live. Grow!*

## **TRAINING**

24 hours – Webinar Format (6)  
Every two weeks  
(12-15 participants)

## **1:1 COACHING**

30-minute sessions (6)  
Every other two weeks  
1:1 Confidential via ZOOM

## **HOT SPOT SUPPORT**

As needed, 15-minute sessions  
Unlimited, as needed  
1:1 guidance on difficult situations

## What are your benefits for attending the 90-day Leadership Bootcamp?

The change in leadership resulting from the 90-day Bootcamp may at first seem subtle. Yet, when people pay attention to how employees are getting along, how much easier it is to address problems, and less stress experienced on a day-to-day basis, the reality of the power of training and the impact on workplace culture continues to grow like a garden and flourishes with a little bit of nurturing.

**Changing behavior takes time.** Yes, the best change doesn't happen overnight. Building a courageous culture starts with awareness that things need to change followed by the skills, knowledge and techniques needed to accomplish those changes.

Consistency, and predictability, fosters stability where leaders can lead, not just manage, and people feel safe to speak up, share ideas and truly feel a part of the workplace culture.

Small steps produce big change.

Advancing professionals and emerging leaders gain confidence and courage in dealing with different, and sometimes difficult, people, creating cultures of psychological safety, high productivity, and high levels of employee engagement.

Three pathways take you through the five pillars of leading consciously by experiencing three modes of learning: visual, auditory and kinesthetic - **see it, hear it, and do it!**

### Getting started with the TRAINING - how this works:

**For 12 weeks, participants engage in two 90-minute webinars for each module every other week (6 weeks total).**

#### **PILLAR (Module) #1: Unconscious Bias**

Powerful & Persuasive Presence: Enhancing Relationships by Eliminating Unconscious Bias

- Uncover the layers of Cultural Competency and what it takes to lead beyond bias
- Recognize situational and cultural context when dealing with people
- The importance of psychological safety and it how can be disrupted

## **PILLAR (Module) #2: Emotional Intelligence – Assessment #1**

Managing Up, Down & All Around through Emotional Intelligence (E.I.)

- Build self- and other-awareness for mindful presence
- Uncover unconscious bias and how to deliver conscious communication
- Giving and Receiving Feedback: Putting the Brain in the Right State of Mind

## **PILLAR (Module) #3: Communication Styles – Assessment #2**

Dealing with Different (and sometimes Difficult) People

- Discover the “spice” in communicating with others (and how you come across)
- Reading the clues in behavior to know who you are dealing with
- Navigating through difficult conversations in difficult situations

## **PILLAR (Module) #4: Dispute Resolution Skills – Assessment #3**

Managing Conflict at every Level of Employment

- What animal are you when it comes to conflict?
- When and where to use each of the five styles of conflict management
- Strategic management of conflict when business problems surface

## **PILLAR (Module) #5: Strategic Time Management**

Critical & Strategic Thinking for Managing Time, Multiple Projects and Deadlines

- Minding your minutes and mitigating the stress of interruptions
- Structure and protect your valuable (and limited) time
- Determine what’s urgent and important, and what’s not! The impact on self and others.

## **PILLAR (Module) #6: Psychological Safety**

Leading Consciously Now for Building Courageous Cultures

- Recognize “intent” vs. “impact” in communications and behavior
- How You Show up Matters: Creating Psychological Safety to Build Trust
- Using “Growth Mindset” Language to Foster Cultural Change

## How the 1:1 COACHING STRATEGY works:

Learning is one thing. Transferring learning to daily practice is another.

It's one thing to learn, it's another on how to apply it or, how to navigate through those more difficult conversations and challenging relationships.

A key component of the 90-day Agile Leadership Bootcamp is the opportunity for dedicated, confidential 1:1 Coaching to apply what's learned based on individual needs.

Each Bootcamp participant is afforded six (6) 1:1 dedicated coaching ZOOM calls to address unique concerns and challenges throughout the 90-day experience. Each session follows one group experience.

Action plans for growth and development are designed to meet individual objectives.

## HOT SPOT COACHING:

Life happens and doesn't wait until the next coaching session and training webinar to ask ~~our~~ questions and get guidance in dealing with difficult situations.

Participants have the opportunity to text and pretty much get same day response or within 24 hours when situations demand immediate attention.

This featured benefit remains available long after the bootcamp ends.

## PRE- AND POST-BOOTCAMP ELECTRONIC SURVEYS:

- a. To get started and establish benchmarks for change, a pre-training survey is sent to all enrolled participants to gauge pre-intervention perceptions of the workplace cultural climate.
- b. Following completion of training and coaching, participants are sent a post-bootcamp survey to assess the impact of training and coaching on workplace culture changes and their important relationships.
- c. An executive summary of findings is presented to leadership to gauge and determine next steps for ongoing leadership development and cultural change.
- d. Advanced bootcamp opportunities exist depending upon organizational needs and leadership objectives.

***“You were born with wings, why prefer to crawl through life?”***

— Rumi

***Certificates of Attendance*** are issued upon completion of the 90-day Agile Leadership Bootcamp and may be applied towards relevant certification programs and professional development for 27 contact hours.

## One-page description

The 90-day Leadership Bootcamp - here's how to get started:

### TRAINING

24 hours: webinar format (6) | Every 2 weeks | 12-15 participants

PILLAR (Module) #1: Unconscious Bias

PILLAR (Module) #2: Emotional Intelligence

PILLAR (Module) #3: Communication Styles

PILLAR (Module) #4: Dispute Resolution Skills

PILLAR (Module) #5: Strategic Time Management

PILLAR (Module) #6: Psychological Safety & Courageous Cultures

### 1:1 COACHING

30-minute sessions (6) | Every 2 weeks | 1:1 confidential via ZOOM

### HOT SPOT SUPPORT

On demand, 15-minute phone sessions | Unlimited, as needed, as long as it takes | 1:1 guidance on difficult day-to-day encounters



**\$23,997**

*\*\*Pricing is based on number of participants (12-15)*



**SATISFACTION  
GUARANTEE**

### Inclusive of the following:

- ✓ all training and coaching sessions
- ✓ assessments, reference books and training hand-outs
- ✓ ZOOM Virtual Platform for training and coaching sessions
- ✓ Unlimited support

If participants don't experience a **50% improvement within 90 days**, I continue working with them at **no extra charge** to achieve the kind of results you expect.