



DR. DEBRA DUPREE

P S Y D , L M F T # 2 3 2 5 0

Dr. Debra Dupree is a Dispute Resolution Enthusiast, Workforce & Leadership Development Coach, International Trainer and Keynote Speaker.

Debra has trained throughout North America, Australia and the Pacific Rim in workplace mediation, the interactive process, and leadership strategies. She was voted in the top ten of worldwide trainers by SkillPath Corporate Strategies.

Her dissertation on the “Psychology of Good Bosses versus Bad Bosses” has evolved into a 90-day Leadership Bootcamp for Leading Consciously Now. She embraces the philosophy that MINDSET shapes our behavior and how we show up matters, particularly as leaders and mediators, going way beyond race, ethnicity, and religion.

Debra served as the President of the California Association of Rehabilitation Professionals (CARP) when the Americans with Disabilities Act (ADA) was passed when major changes to the California Workers’ Compensation were enacted by Legislature in 1994.

Since then, she was featured in Newsweek as one of San Diego’s top psychotherapists, recognized by the Los Angeles Federal Executive Board for her workplace mediation expertise and mentorship, and distinguished as a leader in dispute resolution by the Southern California Mediation Association (SCMA) and the Association for Conflict Resolution (ACR).

She served nationally as the Workplace Co-Chair and Newsletter Editor for the Workplace Section of ACR. She was also President of ADR-San Diego and currently serves on the SCMA Board of Directors, heading up the Employment Mediation Institute for 2021.

She is an avid educator teaching at Cal Western School of Law in ADR, National University in Conflict Management Systems, Ryokan College in the field of psychology, California State University in Leadership, and on the faculty for the American Arbitration Association and Hong Kong Institute of Mediation.

Today, Debra is the founder and president of Relationships at Work, Inc., a consulting and mediation practice founded in 2011 serving organizations and the professional community on the psychology of people in conflict.

Hi, I'm Dr. Debra Dupree.

I work with people and organizations 'looking for resolution' – not 'looking for trouble' in the conflicts in their lives.

It takes a shift in mindset to recognize the difference and the strategies available to get to 'both-gain' outcomes. I leverage the neuroscience behind people in conflict and use behavioral strategies in dispute resolution services to achieve this.

I look forward to working with you in the search for resolution for 'both-gain' outcomes.



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HIGHLIGHTS OF SPECIALTIES

Dispute Resolution

- Employee Relations, Title VII
- The Interactive Process, ADA
- Family -Owned Business Disputes
- C-Suite & Board Disputes

Conflict Coaching

- Preparing for Negotiation
- Preparing for Mediation
- When Mediation is NOT an option
- Relationship Dysfunction

Training

- Behavioral Strategies for Lawyers & Mediators
- 90-day Boot Camp for Leaders
- Coaching Feedback Forward
- Emotional Intelligence at Work
- Cultural Competency for the Workplace... going beyond race
- Hybrid Work:The Evolution of the Virtual Revolution

Work Climate Studies

- The Presence of 'Bad Bossing'
- Redirecting 'Bullying' Behavior
- Team Dysfunction
- 360-degree assessments for Cultural Change

Expert Witness Services

- '730' Custody Evaluations



THE BUSINESS

Relationships at Work, Inc. is a boutique training, coaching and dispute resolution firm, specializing in workplace challenges related to Title VII protections under the Civil Rights Act (retaliation, discrimination and hostile workplace issues).

The team at RaW, Inc. specializes in today's hybrid and multi-cultural | multi-generational workplace challenges for leaders and employees alike.

Clients of RaW, Inc. range from Fortune 500 companies, entrepreneurial start-ups, family-owned businesses of varying sizes, federal government agencies, and public-sector entities ranging from the State of California to local municipalities and school districts.

As experts in the interactive process for employers and employees, Dr. D and her team uses her extensive mediation background and a unique program model to work with employers in implementing best practices, drawing upon 30 years' experience.

Over 2000 interactive process meetings (IPM) have been facilitated to address medical conditions and reasonable accommodation strategies to foster an employee's ability to be at work, stay at work, and perform the work. Experience includes hundreds of Title VII-related mediations addressing workplace issues.

She made the shift to virtual and hybrid dispute resolution easily and quickly with the advent of the 2020 pandemic, having long been an on-line trainer and professor.



AN INTRODUCTION TO DR. DUPREE, THE MINDSET DOC

Dr. Debra leverages her own unique life experiences - from family upbringing through her years of education and certifications and from the many clients served individually and organizationally worldwide - to bring proven strategies for creating long-lasting change to the lens of our worlds, how we show up in our relationships, and how we manage disputes.

Delving into the world of psychology through her educational degrees deepened her understanding of people in conflict from an emotional, behavioral and neuroscientific perspective. Yet, it was through her training in mediation that really shifted her mindset and understanding about what drove people into conflict and despair, emotionally, financially, and physically.

As a mediator, she saw first-hand the dynamics of parties in conflict and developed strategies for how to unravel the tangled web of perspectives to help them reach mutual resolution, providing 'both-gain' outcomes (a term she embraced from her mentor, Dr. Dan Dana, founder and CEO (retired) of Mediation Training Institute – together they traveled throughout North America for six years teaching business leaders, human resource professionals and lawyers on workplace mediation strategies for business and relational disruptions).

As a former 'looking for trouble' professional, she is now enthusiastic about guiding people 'looking for resolution' – a shift in mindset that lays the foundation for change.



DR. D'S EDUCATION

Dr. D holds a Master's Degree in Education, customized in three key areas representing her love of life: organizational psychology, career counseling and marriage family counseling.

She holds certifications in basic and advanced mediation strategies, specialized training in EEOC Title VII protections, the interactive process for the Americans with Disabilities Act (ADA), and family | business partner mediation practices.

Additional training includes Collaborative Law Mediation, facilitative | transformative | evaluative mediation with numerous workshops and conferences attended throughout her 30 years.

But she didn't stop there. She went on to complete her doctoral degree in psychology later in her career to deepen her understanding of people in conflict, gaining the latest in the neuroscience of human behavior and applying social psychology to dispute resolution.



DR. D'S EXPERIENCE

Dr. D has always held a passion for teaching. Early on, she became a Mentor Mediator for the Federal Executive Board (FEB) – Los Angeles, training and supervising federal government employees in their professional development as mediators. This expanded to the Department of Navy's Mentor Mediator program where she trained and supervised professionals over the last 20 years throughout the United States.

Turning to higher education, she became a professor in dispute resolution for National University and California Western School of Law.

She then served as a professor at her alma mater, Ryokan College, teaching students at the Master's and Doctoral levels in psychology. She now teaches for California State University, San Marcos in their certificate program for new supervisors, emphasizing 'Cultural Competency in Today's Workplace' and 'Coaching Feedback Forward'. She is also on the faculty with the American Arbitration Association, teaching basic and advanced dispute resolution topics, and regularly speaks and teaches for the American Bar Association.

She's been voted among the top ten corporate trainers throughout the world by SkillPath Corporate Strategies, nominated among the top ten influential women leaders by San Diego Business Journal, and one of the top ten psychotherapists in San Diego by NEWSWEEK magazine.

Her career experience includes selection as an 'Expert' in Civil Court, Family Court, and Workers' Compensation hearings and trials, appearing in court and being deposed numerous times in conflict situations.

Throughout her career, Debra has always taken an active role in leadership and serving her communities.

She was President of the California Association for Rehabilitation Professionals in the early 90's as the ADA passed and was integral in training employers and lawyers on its implications for managing workplace injuries and medical conditions. She later served as the national Co-Chair and Newsletter Editor for the Workplace Division for the Association for Conflict Resolution. Locally, she served as President for ADR-San Diego. She currently serves as a member of the Board for the Southern California Mediation Association and actively participates in the planning committees for the Employment Mediation Institute and Family Mediation Institute.



WHAT DOES DR. D DO TODAY?

With this collection of experiences around her passion for people in conflict, she designed and developed a unique six-part series on 'Behavioral Strategies for Lawyers and Mediators' to address the 'emotional' case behind the 'facts' of legal disputes.

She is an international speaker and trainer for lawyer advocates and mediators working through the Hong Kong Institute of Mediation (HKIM), Mediation Steadfast in Australia, and, as noted, a faculty member with the American Arbitration Association – Mediation.org (AAA-ICDR).

Dr. D continues her love for teaching through workshops for the American Bar Association (ABA) and its various Sections on behavioral strategies for lawyers and mediators working with parties in conflict, virtually, on-the-ground and through hybrid formats, to enhance the dispute resolution process for reaching 'both-gain' outcomes.

Dr. D hosts the popular 'Decoding the Conflict Mindset' podcast available on YouTube where leaders, lawyers and mediators appear as guests to share their messages on working with people in conflict.

She is also an author and creator | designer of special programs to guide professionals in achieving the 'MINDSET Shift' for alternative approaches to litigation and the disruption it causes (for the professionals as well as their clients served). Her latest development is 'The AGILE Lawyer | Mediator Interview Series' – a virtual mentorship subscription series. And, she is the author of Your Emotional Potential: How You Show Up Matters, available on Amazon, along with numerous articles related to human behavior and dispute resolution.



EDUCATIONAL DETAILS

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

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

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).



CERTIFICATIONS | CREDENTIALS

Certified as a Women-Business Owned Enterprise (WBE) and a Small Local Business Enterprise (SLBE).

Professional Training:

2010: Certified Conflict Coach (Manager-Employee Relations), CINERGY designation

2008: Certified High Conflict Diversion Instructor and Coach, High Conflict designation

2007: New Ways for Families Instructor and Coach, High Conflict Institute designation

2005: Certificate of Completion: SEDEC Method for Evaluating Diminished Earnings Capacity, Robert Hall designation

1999: 'Manager as Mediator' Trainer, Mediation Training Institute

1997: Certified Professional in Disability Management (CPDM)

1990: Windmills Certified Professional in Disability Awareness

1990: Certified Case Manager (CCM) for Disability Issues

1990 & 2000: Certified Ergonomic Evaluation Specialist (CEES)

1986: Licensed Marriage & Family Therapist (LMFT) with continuing education every three years

1986: Certified Rehabilitation Counselor (CRC) for Disability Issues

1982: Community College Teaching Credential

Mediator Training:

2015: Equal Employment Opportunity Commission (update -16 hr. Certificate in Title VII Protections)

2007: United States Postal Service (USPS) - 24 hr. Certificate in Transformative Mediation for Workplace Disputes

2007: Coast to Coast Mediation Services - 36 hr. Certificate in Business Partner Dissolution / Family & Divorce Mediation

2005: Equal Employment Opportunity Commission - 8 hr. Certificate Update in Title VII Protections

2005: Advanced Practitioner in Workplace Mediation, ACR Designation

2004: Mediation Training Institute, Inc. - 40 hr. Certificate in Advanced Workplace Mediation

2003: Mediation Training Institute, Inc. - 40 hr. Certificate in Basic Workplace Mediation

2001: Equal Employment Opportunity Commission - 16 hr. Certificate in Title VII Protections

2001: National Conflict Resolution Center (formerly known as the San Diego Mediation Center) - 40 hr. Credential in Advanced Mediation Techniques

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

1994: San Diego Mediation Center - 24 hr. Certificate in Basic Community Mediation)



SUBJECT MATTER EXPERTISE

- Behavioral Strategies for Lawyers and Mediators in Dispute Resolution
- Work Climate Studies for Organizational Functioning (Leadership Strategies, Performance-based Feedback for Coaching, Communication Styles for Team-building, 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 & Inclusion Training: Going Beyond Race and Unconscious Bias
- Generational 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



EXPERT EVALUATION AND COURTROOM TESTIMONY

- Reasonable Accommodation and the Interactive Process
- Employment Discrimination, Retaliation & Hostile Workplace
- FEHA/ADA-Title I and Title III
- Personal Injury Wage Assessment & Wrongful Termination
- Vocational Assessment for Spousal Support
- Longshore & Harbor Workers' Act
- California Workers' Compensation Appeals Board
- U.S. District Court
- San Diego County Superior Court



EXPERT EVALUATION AND COURTROOM TESTIMONY

- American Arbitration Association
- American Bar Association
- Burgers & Beer
- California Parks & Recreation
- California Water Service
- City of El Centro
- County of San Diego
- Dart Container
- Department of Navy, Southwest Region
- DLA Piper
- Eastern Municipal Water District
- Escondido Union High School District
- Heineken, USA
- Hewlett Packard
- Hilton San Diego Bayfront
- Honeywell
- Hong Kong Institute of Mediation
- Imperial County
- Imperial County Office of Education
- Imperial Irrigation District
- Imperial Valley Housing Authority
- Inn of the Court, Garibaldi Mediation and San Diego Appellate
- Jackson Health Foundation
- Kids' Turn San Diego
- Lakeside School District
- La Mesa Spring Valley School District
- Medical Board of California

- Mediation Steadfast of Australia
- ORACLE
- Port of San Diego
- Prudential Overall Supply
- QUALCOMM
- San Diego County Credit Union
- San Diego Office of Education
- Second Saturday
- SkillPath Corporate Strategies
- Southeast Economic Development Corporation
- Sugar CRM
- Teradata, Women of Teradata in Pakistan, Australia and United States
- USDA/APHIS/PPQ, Arizona, California and Florida
- U.S. Air Force
- U.S. Customs & Border Protection
- U.S. District Court, Southern District of California
- U.S. Marine Corp
- United States Gypsum
- Valley Faire Outdoor
- Winston & Strawn Law Office
- Yamaha



COMMUNICATION, NEGOTIATION, MEDIATION & ARBITRATION

Adjunct Professor:

- National University
- California Western School of Law
- Ryokan College
- California State University, San Marcos

Keynote Speaker | Workshop & Webinar Presenter:

- American Arbitration Association – International Centre for Dispute Resolution
- American Bar Association - Dispute Resolution and Tech Expo
- Aurora Advantage
- California State University, Pomona
- California State University, Sacramento
- Chamber of Commerce, San Diego
- First Imperial Credit Union
- Hong Kong Institute of Mediation
- Imperial County of Office of Education
- Inns of the Court

- Mediation Steadfast, Australia
- Orange County Disability Law Professionals
- Professionals in Human Resources Association
- Risk Insurance Management Society
- Rotary Club International
- SkillPath Corporate Strategies
- Small Business Training on Demand
- Southern California Mediation Association
- Women of Teradata
- And, many more



SCHEDULE A CONSULTATION WITH DR. DEBRA DUPREE

To schedule a telephonic consultation with Dr. Debra Dupree, click here:

<https://meetwithDebraDupree.as.me/LetsTalk>