

## **NAWIC 2022 Forum**

April 22 @ Sioux Falls, SD

### **Understand and Outlaw the Bully @ Work**

Bullying is a behavior that has historically been linked to kids on the playground, but it can happen among people of any age in any setting—including the workplace. The driving forces behind bullying may vary from person to person, but we can identify common characteristics and typical ways bullying affects people at work. With this basic understanding we can strategically support your people, teams, business, and community from the negative implications of bullying. Let's be "resistant and resilient" to bullying with specific actions in our core values, talent strategy, leadership development and culture initiatives.

### **Rana DeBoer Bio**

Rana DeBoer is a Human Performance, Leadership, and Culture Coach. In her full-time career she serves as the Chief Culture Officer for the City of Sioux Falls where she is charged to help define, embed, and manage the workplace culture for nearly 1300 employees across 12 different departments. She works to create the conditions for employees and leaders alike to collaboratively own a work environment that builds and connects teams of service-minded, innovative, integrity-driven leaders that make a positive community impact – everyday.

She is also the President and Founder of Create Energy, an organization passionate about helping people and organizations grow their energy capacity. Through a sundry of career experiences and a vigor for learning and helping others grow, Rana emboldens business leaders to embrace a culture of accountability. She carefully aligns internal operations to boost human performance and therefore advance organizational functioning, with inspiring energy.

Rana is sought after for her ability to listen thoroughly and then creatively design powerful strategic solutions with engaging facilitation skills. Her trusted knowledge and power to enthuse will quickly drive results — to become a game changing leader in life and work!