

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 serves as the Chief Impact officer for Keystone Group International. Her sole focus is to build a purpose-driven strategic approach to help organizations and their teams make an extraordinarily meaningful and sustainable impact in their area of influence.

Rana is highly sought after because of her superpower of energy that she has embraced with years of athletics and coaching experience. When Rana is on the team, watch out! She actively engages with her clients, listens to understand, and then works creatively to align mission/vision/values In building a purpose-focused strategy that delivers results that are relatable and easy to implement.

Rana has over 15 years' experience in strategic planning and design, culture definition and strategy, employee experience and engagement programming, leadership and organizational development, and talent optimization. In addition, Rana has helped organizations build effective programming systems related to Human Resources, Safety, Risk Management, Worker's Compensation, Social Responsibility, and Communications functions. Rana's broad organizational experience brings a unique, empathetic level of understanding to her clients.

A variety of organizations have benefited from Rana's skills including business, government, non-profit, and health care. Most recently, Rana served as Chief Culture Officer for the City of Sioux Falls. As a community leader, Rana is well known as an inspiring public speaker and coach focused on an encouraging "can-do, time is now, take action" message.

As an active member of her community, Rana also serves as a board member of the South Dakota Center for Enterprise Opportunity, South Dakota Safety Council, and Pathways to Inclusive and Equitable Workforce's. In addition, Rana is an active member of the "Live Well" Sioux Falls Coalition and is an instructor and mentor with the EMBE Women's Leadership program.