

THE **Respect for People**



**Transform culture.
Build stronger teams.
Unlock potential.**

BUYERS' GUIDE



Is your culture the roadblock to success?

When people don't work well together, execution breaks down - no matter your tools, tech, or strategy.

You've optimized processes. Invested in technology. Trained on continuous improvement methods. But execution still falters when priorities shift, pressures mount, or change disrupts.

The gap isn't in your systems. It's in the thousands of daily interactions where how people relate either accelerates or undermines performance:

- A supervisor who interrogates instead of asks
- An operator who stays quiet instead of flagging a quality concern
- A shift handoff where critical information gets filtered instead of shared
- A production manager who overreacts in a tense situation

These behaviors directly impact throughput, quality, and safety—and fuel the turnover that weakens your ability to maintain operational excellence.

The solution isn't teaching individuals to cope with dysfunction. It's creating the conditions where they can do their best work – together.

THE Respect for People



The Respect for People Roadmap is a plug-and-play learning experience that strengthens execution by building a more engaged and collaborative workforce—from the shop floor to the C-suite.

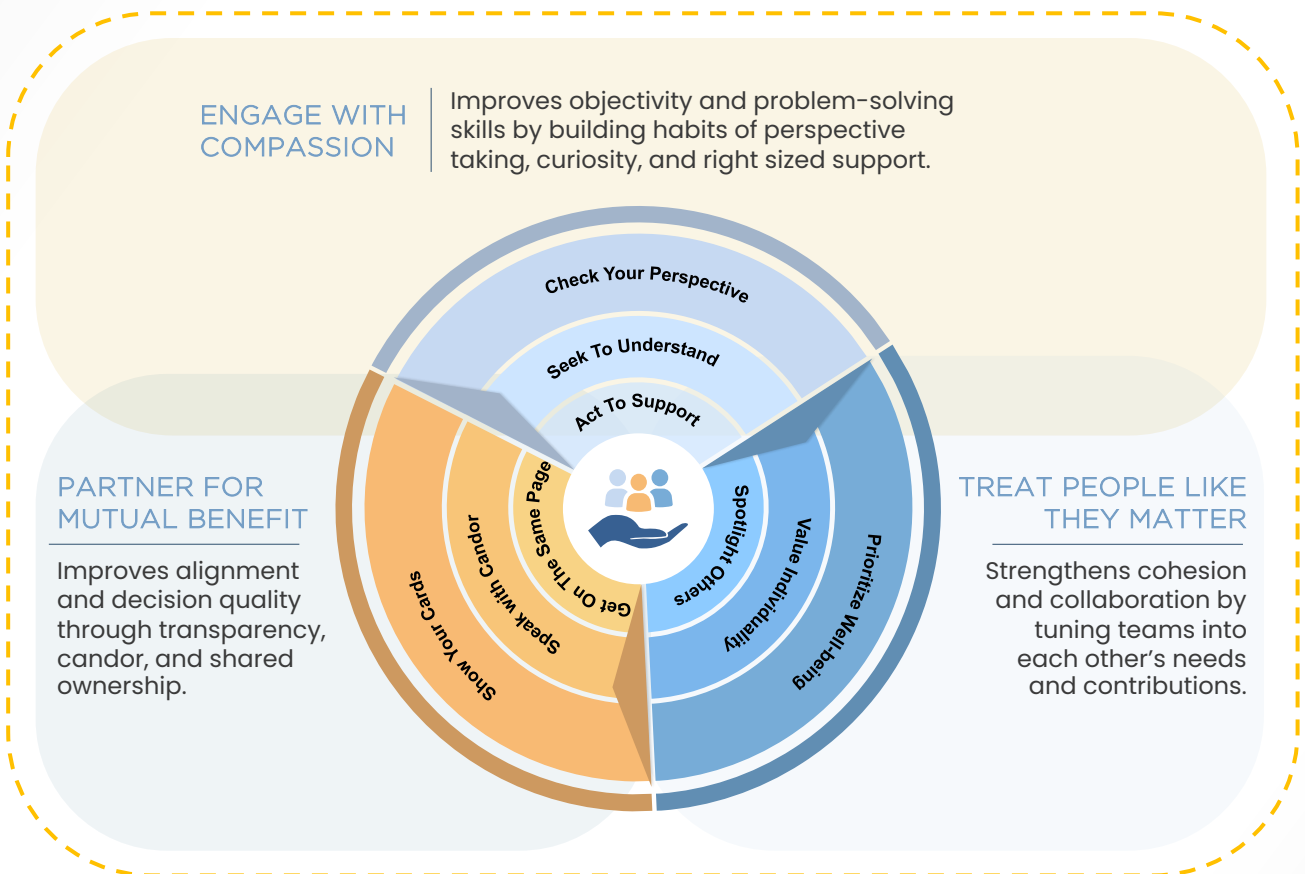


THE FRAMEWORK

Cultivating The Behaviors That Power Execution *and* Engagement

Operational performance rises and falls on interpersonal dynamics most leaders see the impact of but rarely know how to improve.

The Respect for People Roadmap provides the how: three principles, made actionable through nine behaviors, that build trust and psychological safety—improving execution where it breaks down most: in the daily interactions that shape outcomes.



PROGRAM IMPACT

The ROI of Respect

The Respect for People Roadmap has helped organizations across industries create the conditions for people to do their best work, with measurable results to prove it.



MANUFACTURING

26% increase in throughput – before a single CI tool was introduced.



GOVERNMENT

Fewer escalations and better retention among call center managers during changes that tanked engagement across other teams.



RETAIL

Surfaced and addressed the cultural and operational friction that was slowing performance.



WHAT SETS THE ROADMAP APART

Design Principles The Drive Results

Real world behavioral transformation that makes excellence *systematic*.



Culture Change in Months Not Years

Daily practice and multimodal program design enable more frequent application, reinforce retention, compound impact, and accelerate change.



Transformation You Don't Have to Rely on Leaders For

Unlike leadership training that ignores middle managers and frontline staff, the Roadmap equips every level simultaneously—because the third shift determines outcomes as much as any executive.



Action, Not Just Awareness

Most training teaches concepts. The Roadmap teaches behaviors you can apply *tomorrow*, right where work happens.



Built for Operations, Not Offsites

Built for manufacturing, healthcare, and service environments where value is created in real time with learning designed to fit into the flow of work.



Impact You Can See, Feel—and Track

Less friction for employees. Real impact in the metrics you already track - throughput, turnover, time to resolution.

Proof your organization is actually getting better, not just talking about it.

HOW IT WORKS

A scalable, evidence-based framework for cultural transformation

A road trip-themed platform paired with facilitated, actionable learning guides participants to "Better"—better interactions, healthier teams, and improved outcomes

THE Respect for People ROADMAP™

RESPECT FOR PEOPLE ROADMAP

By RFP Roadmap

Lynette Reed

My Journey 1:1 Mentoring My Cohort

DESTINATION 1 Introduction to the RFP Roadmap

Hi Lynette, Welcome to your Journey! This is your first Stop. Click "View Stop" and let's get started!

STOP 1 0/1

INTRODUCTION TO RFP

Welcome to the Respect for People Roadmap – a learning experience.

VIEW STOP

STOP 2 Locked

DEFINING BETTER

In this session we'll explore what "Better" means within the...

Reached the small star to unlock the next Destination

1:1 MENTORING

Welcome to the 1:1 Mentoring section! This is your place to write personal messages and questions. I'd love to hear from you!

Write a message to Scott

Add File/Media **SHARE WITH SCOTT**

Scott Gauvin
Nov 1st 2024 08:35 AM

Welcome to the Demonstration Program for the Respect for People Roadmap!

I suggest setting aside an hour to immerse yourself in the lessons and to consider the questions as if you are a genuine participant in the course. This method will offer you a realistic perspective on what the experience entails.

As your travel guide, I'll be giving feedback on your answers to enhance your understanding of the mentoring aspects of the program. Be sure to come back here and check the 1:1 Mentor tab for updates.

Don't forget to press the COMPLETE button to unlock the next stop.

Say your thing... **Reply**

BENCHMARK:

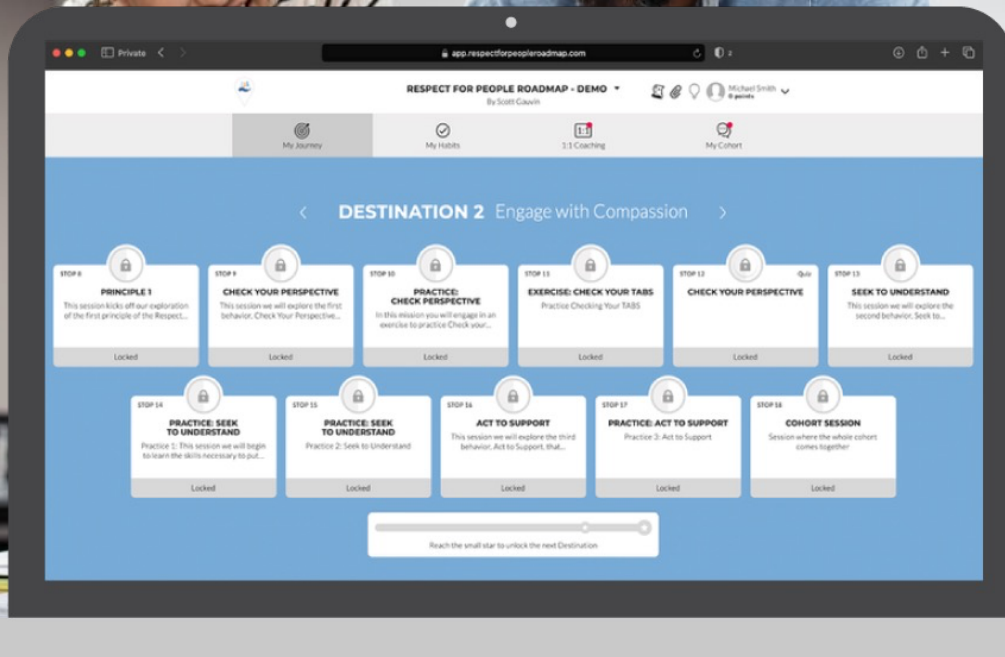
Assess current state, envision "better"

Upon program launch, participants are introduced to the program and guided through an initial assessment to:

- Evaluate the organization's cultural health, identifying strengths and areas for improvement.
- Define the future state – what better looks like
- Establish personal, team, and organizational benchmarks

HOW IT WORKS

A scalable, evidence-based framework for cultural transformation



LEARNING:

Explore and embed interpersonal skills

Grounded in behavioral science, social learning, and habit theory, learning is sequenced to support faster skill acquisition and application and accelerate adoption.

Multi modal program design reinforces retention through:

- Asynchronous Microlessons
- Reflection exercises & practice
- 1:1 mentoring
- Peer engagement & group sessions

TRACK IMPACT:

Evaluate progress, plan for improvement

Participants revisit their initial assessment and benchmarks to gauge program impact.

30/60/90-day action plans support further integration of RFP behaviors into daily routines.

A group of healthcare professionals, including men and women in white coats and scrubs, are gathered around a table, looking at a laptop screen. The background is a blurred clinical setting.

FAQS

Common questions about the Roadmap

Program Structure

How is the program delivered?

The Roadmap includes a mix of self-paced online lessons, live workshops, and practical exercises guided by an external or internal facilitator.

How long does it take to complete?

Most organizations complete the program within 12–15 weeks, balancing independent learning and live sessions.

Who should participate?

Sophisticated enough for leaders, accessible enough for front line workers, this program accommodates diverse aptitudes and personal experience and is appropriate for anyone in the workplace ecosystem.

Outcomes and Benefits

What specific outcomes can I expect?

Short term, teams experience less conflict, better communication, and more objective problem-solving. Over time, this leads to an increase in trust and psychological safety which improves feedback and collaboration enabling better decision making at the source.

How does this program differ from traditional training?

Traditional training is often event-based and short-lived. This program is behavior-based—connecting daily staff interactions to clinical, cultural, and operational outcomes, embedding lasting change into how care teams work together.

Will it help with retention, DEI, or performance challenges?

The program strengthens the interpersonal effectiveness skills that shape how people work, relate, and perform — supporting key drivers of employee experience.

Customization and Implementation

Is the program tailored to my organization?

Yes, defining better and course facilitation is customized to your organizational circumstances, challenges, and goals to maximize impact. It can also be customized to participant roles or purview.

Can it be scaled across teams and departments?

Absolutely. Individuals and teams across the organization and across the globe can engage in the same web-based content ensuring consistency and impact at scale.

Costs

Is financial assistance available?

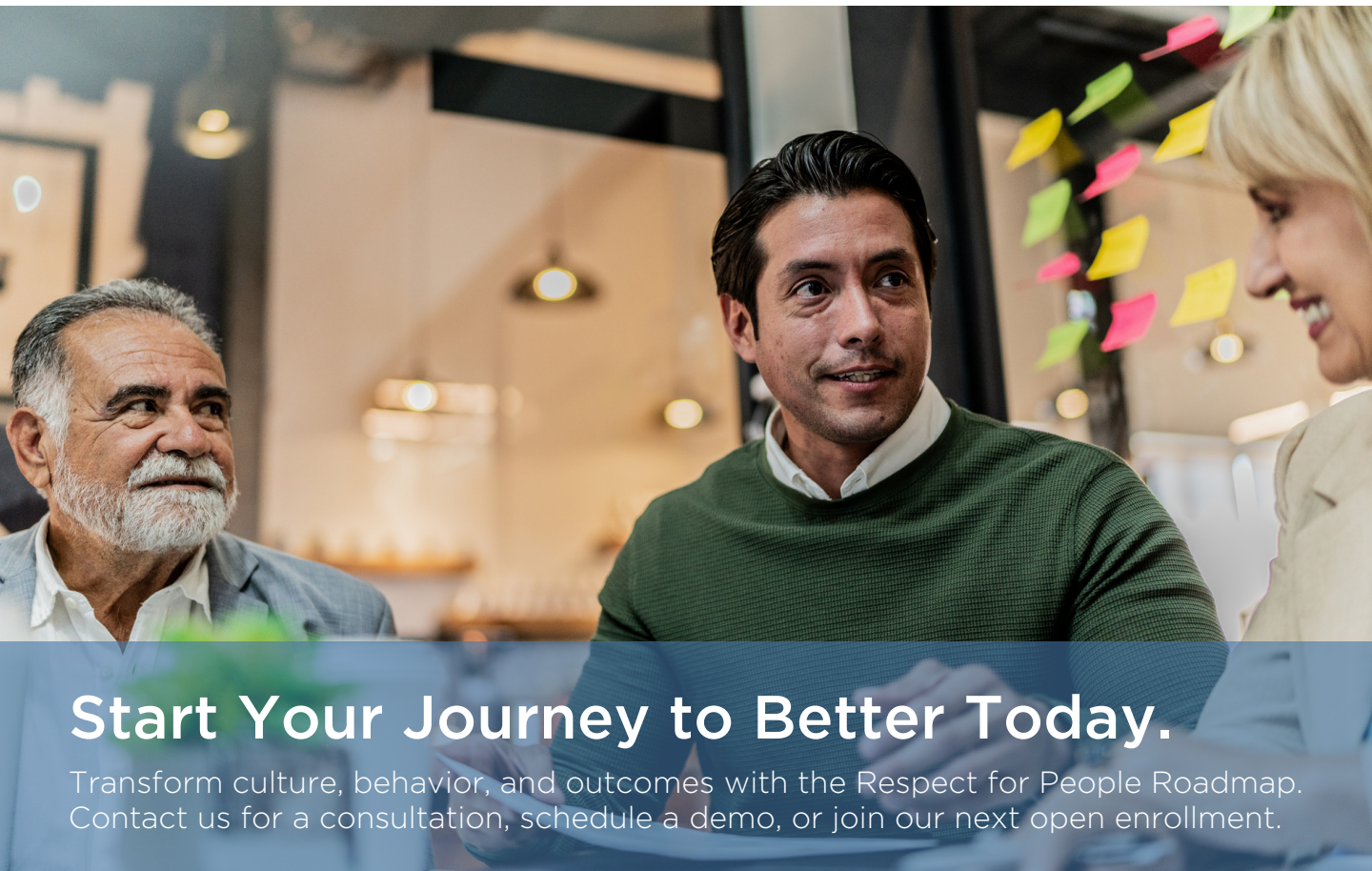
The Respect for People Roadmap has been approved for funding by a variety of state workforce grants. We also offer financial assistance to non-profit and educational organizations.

Certification

What does the certification signify?

Certification demonstrates previous experience as a participant and the ability to effectively administer the program including:

- Guiding participants through core concepts
- Facilitating meaningful group discussions
- Identifying actionable themes and takeaways from participant engagement



Start Your Journey to Better Today.

Transform culture, behavior, and outcomes with the Respect for People Roadmap. Contact us for a consultation, schedule a demo, or join our next open enrollment.

CONTACT

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