

THE
**Respect for
People** ™



Transform culture.
Build stronger teams.
Unlock potential.

BUYERS' GUIDE



Is your culture the roadblock to success?

The way people collaborate and treat each other has the power to unlock performance or stand in its way.

Sustaining operational excellence, scaling capabilities, and improving engagement all depend on a culture of continuous improvement. Yet effectively shaping and sustaining that culture remains one of the most complex challenges organizations face.

As workplace dynamics shift, **RESPECT** has emerged as a critical driver of employee satisfaction and a reliable indicator of organizational effectiveness.

To thrive, organizations must embed this value into their working environment with the same rigor they apply to optimizing performance.

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The Respect for People Roadmap is a plug-and-play learning experience that enables leaders to systematically tackle cultural friction, strengthen teams, and enhance organizational health to deliver measurable, sustainable results from the front lines to the C-suite.

CURRICULUM OVERVIEW

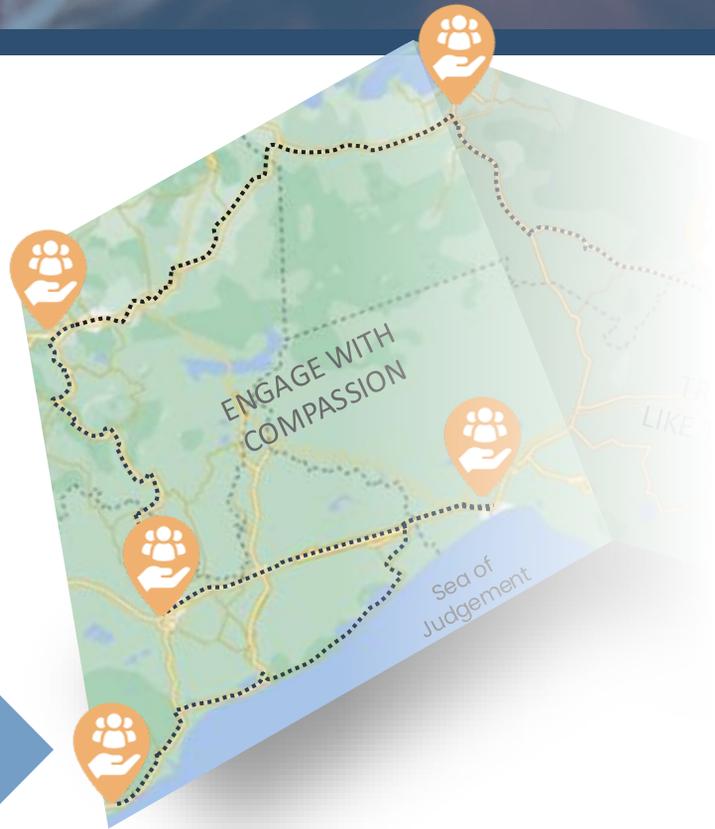
A Step-by-Step Roadmap to Better

Learning guides participants through the three regions of the Respect for People landscape. Along the way, they explore and practice nine key behaviors, each one a step closer to reaching "Better"— better interactions, healthier teams, and improved outcomes.

1. Defining "Better" and the journey ahead

Start your journey by mapping out the path to "Better." Explore what a respectful environment looks like, assess your current state, and chart your route to personal, team, and organizational growth.

BETTER BEGINS HERE

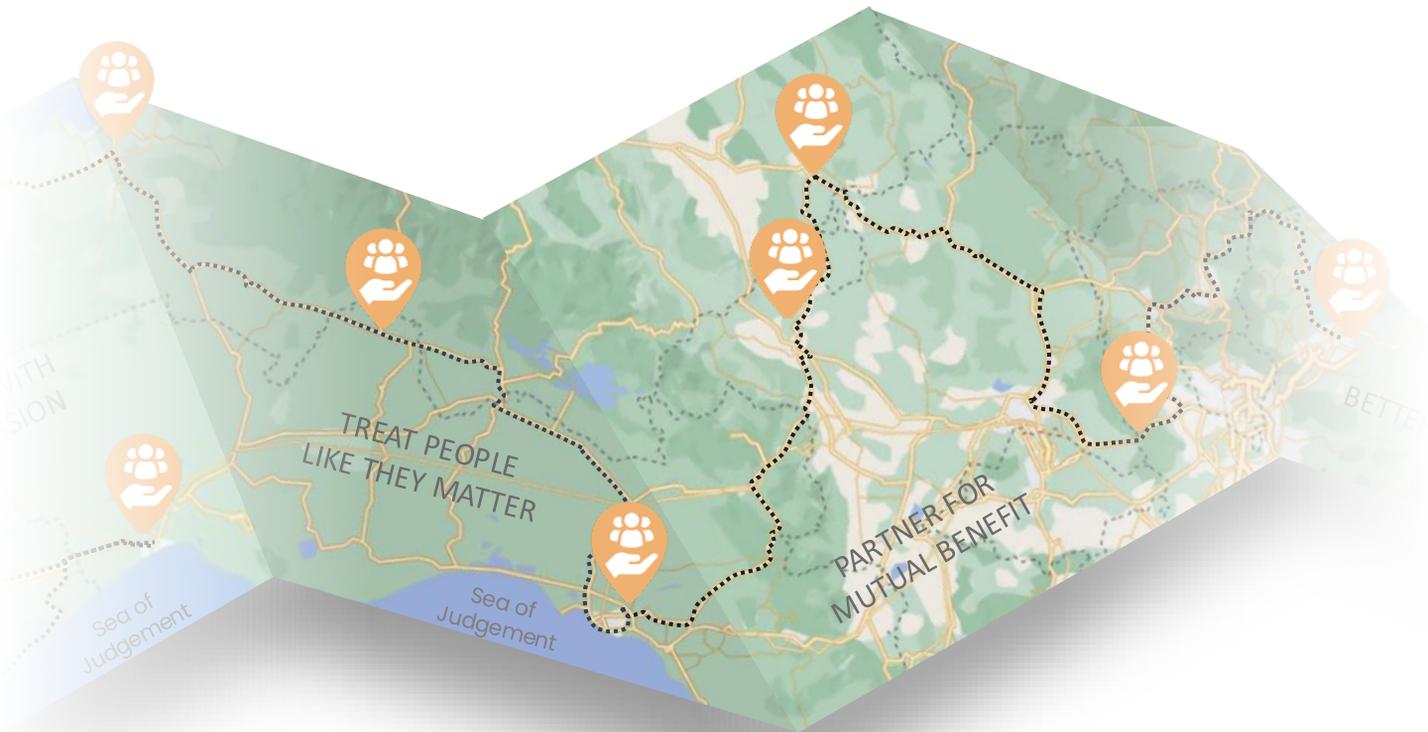


2. Engage with Compassion: Solve the right problems the right way

Shift gears from reactive to reflective problem solving by learning to check your perspective, listen to understand, and act to support, diffusing judgment and its negative impact on problem solving and team dynamics.

COURSE STRUCTURE OVERVIEW

A Step-by-Step Roadmap to Better



3. Treat People Like They Matter: Better see and mobilize resources

Here, learning focuses on moving from indifference to inclusion by recalibrating perceptions of who and what is valuable. Participants learn to recognize the impact of every contributor by prioritizing well-being, acknowledging the value of individuality, and spotlighting contributions.

4. Partner for Mutual Benefit: Align to innovate

Move from conflict to collaboration and break down the siloes that stall progress and hinder innovation. Show your cards, speak with candor, and align your way to more authentic connection and holistic solutions that drive collective success.



COURSE STRUCTURE OVERVIEW

A Step-by-Step Roadmap to Better



5. Better: The bridge to continuous improvement

Recognize progress and prepare for the road ahead. Reflect on the journey, integrate respect-driven behaviors into daily habits, and create an action plan for sustained growth and improvement.

Course Structure:

- Five modules
- 30 hours of self-paced, asynchronous learning in 10/20-minute intervals
- Six – 90 minute facilitated group sessions
- Five hours of peer-to-peer engagement.

HOW IT WORKS

A scalable, evidence-based framework for cultural transformation

A road trip-themed platform paired with facilitated, actionable learning, makes behavior change accessible and achievable in as little as 20 minutes a day.

The image displays two screenshots of the 'Respect for People Roadmap' mobile application. The background shows a group of people in an office setting, some wearing orange safety vests, engaged in a discussion.

Desktop View (Left): The interface shows the 'RESPECT FOR PEOPLE ROADMAP' header with the user 'Lynette Reed'. Navigation tabs include 'My Journey', '1:1 Mentoring', and 'My Cohort'. The main content area is titled 'DESTINATION 1 Introduction to the RFP Roadmap'. A welcome message from Lynette says, 'Hi Lynette, Welcome to your Journey! This is your first Stop. Click "View Stop" and let's get started!'. Below are two stops: 'STOP 1 INTRODUCTION TO RFP' (0/1 completed) and 'STOP 2 DEFINING BETTER' (locked). A progress bar at the bottom indicates 'Reach the small star to unlock the next Destination'.

Mobile View (Right): The interface shows the '1:1 MENTORING' section for user 'Scott Gauvin'. A welcome message says, 'Welcome to the 1:1 Mentoring section! This is your place to write personal messages and questions. I'd love to hear from you!'. There is a text input field for a message to Scott, a 'SHARE WITH SCOTT' button, and a message from Scott Gauvin dated Nov 1st 2024 09:35 AM. The message reads: '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.' There is a 'Reply' button at the bottom.

BENCHMARK:

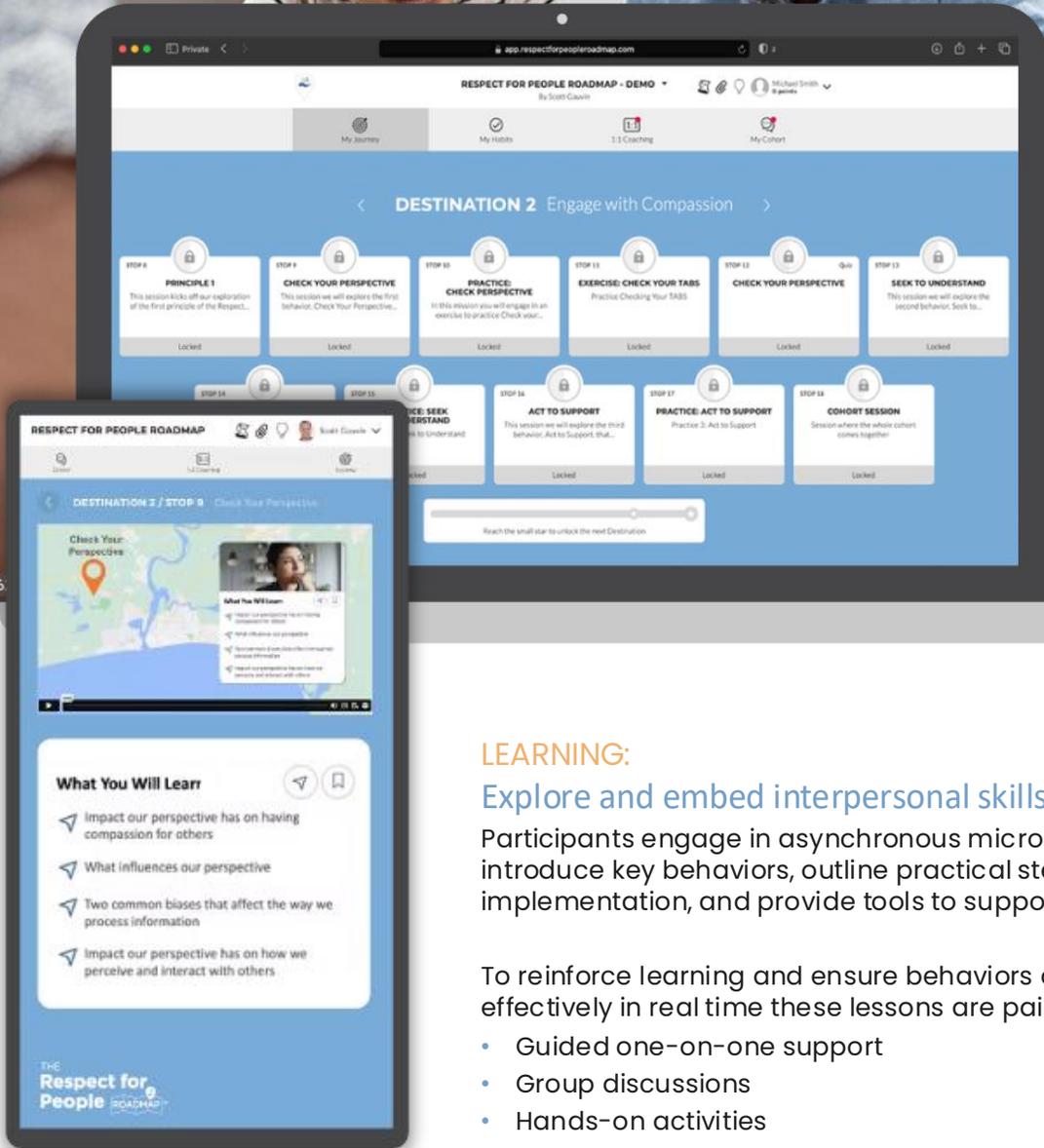
Assess Current State, Envision Future

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

- Evaluate their organization's cultural health, identifying strengths and areas for improvement.
- Define their desired future state.
- Establish personal, team, and organizational benchmarks to track progress and measure success throughout the program.

HOW IT WORKS

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LEARNING:

Explore and embed interpersonal skills

Participants engage in asynchronous micro-lessons that introduce key behaviors, outline practical steps for implementation, and provide tools to support habit formation.

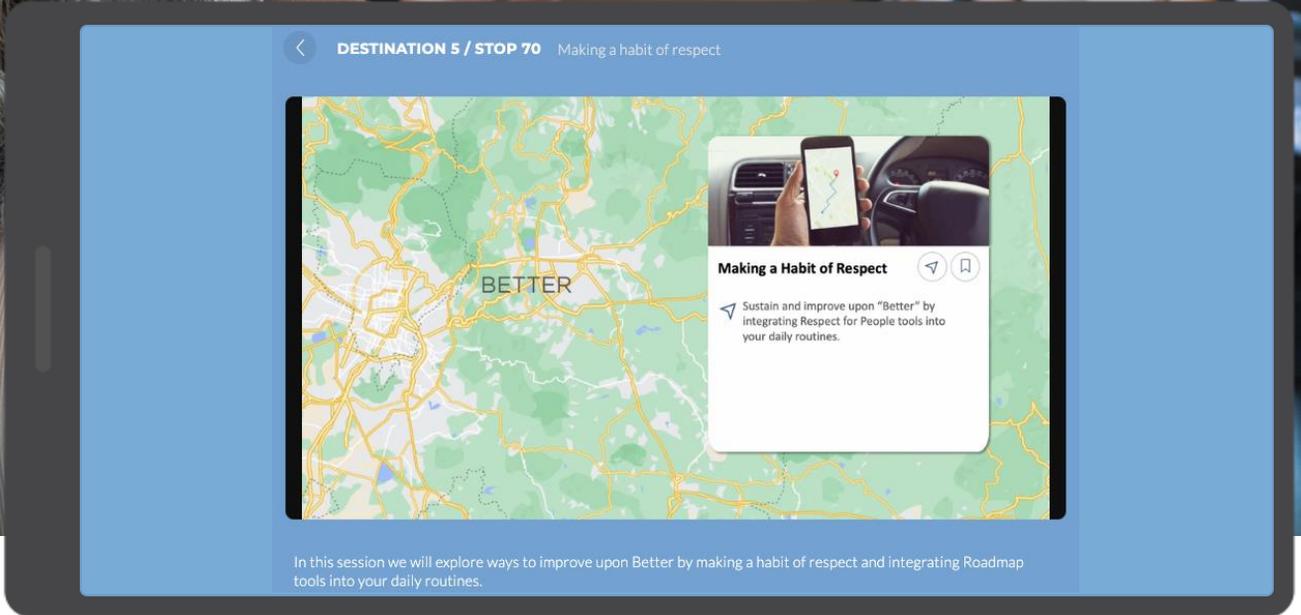
To reinforce learning and ensure behaviors are applied effectively in real time these lessons are paired with:

- Guided one-on-one support
- Group discussions
- Hands-on activities

Grounded in behavioral science, social learning, and habit theory, the curriculum is designed as a cumulative journey where each behavior builds on the last to enable faster skill acquisition, retention, and impact.

HOW IT WORKS

A scalable, evidence-based framework for cultural transformation



TRACK IMPACT:

Evaluate progress and plan for improvement

In the final phase, participants revisit their initial assessment and benchmarks to gauge the Roadmap's impact on their personal growth, team dynamics, and organizational practices. They also create 30/60/90-day action plans to further support improvement and integration of RFP behaviors into daily routines.

TURN INSIGHTS INTO ACTION:

Align cultural norms with operational realities

The Roadmap experience also provides participants with a platform to share insights on operational inefficiencies, cultural gaps, and customer pain points. For leaders, this means unparalleled access to actionable insights from those closest to the work.

A final report highlights key themes—challenges, growth opportunities, and alignment gaps—enabling leaders to address both the structural and systemic issues affecting the working environment.

Propel Your Strategic Outcomes

Transform the way your organization performs as a collective, by improving the way employees at every level think and interact as individuals.



Activate Leaders and Teams: Strengthen Communication and Collaboration

The content's focus on compassion, understanding our impact on others, and the skills central to communication, managing conflict, and collaboration supports:

- Leadership development
- Executive coaching
- Team effectiveness



Sustain Performance: Drive Excellence and Innovation

This course enhances organizational capability through improved awareness of the interpersonal factors at the root of performance challenges and that help or hinder:

- Operational excellence
- Customer satisfaction
- Problem solving and innovation
- Adaptability



Enhance Employee Experience: Build a Foundation for Growth

The program's focus on individual accountability, empathy, and employee interdependence creates a strong foundation for initiatives that enhance the employee experience, including:

- Diversity, equity, and inclusion efforts
- Health and safety programs
- Talent retention and engagement
- Cultural transformation



WHAT SETS US APART?

A Systemic and Sustainable Approach

Unlike discrete skills training that focuses on specific competencies in isolation, the Respect for People Roadmap connects the dots between individual behavior, culture, and business outcomes.



1. Systemic Approach

Learning is based on a systemic view of change and addresses the mindsets, cultural conditions, and behaviors that help or hinder lasting organization-wide improvement.



2. High-Touch, Practical Learning

Mentoring, group learning, and hands-on exercises turn abstract concepts into actionable skills, with opportunities to apply learning at work and receive feedback in real-world settings.



3. Cognitive + Behavioral Change

Integrates shifts in thinking and action, ensuring behavioral changes that are rooted in cognitive insights.



4. Customized + Contextualized

Customized implementation tailors learning to participant and organizational goals, starting with a cultural assessment and a vision of "Better" unique to their organization.

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?

Participants will identify cultural barriers, improve collaboration, and drive measurable improvements in engagement and productivity. The course also provides insight into both cultural and operational issues that x

How does this program differ from traditional training?

This program connects individual behaviors to broader organizational outcomes to create lasting systemic change versus resource heavy, one-and-done" events that have minimal lasting impact.

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

The program supports a range of needs due to its focus on improving the cultural foundations central to workplace dynamics and outcomes.

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 the participant's 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

What is the cost of the program?

Tuition is \$2,000 per participant

Is financial assistance available?

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

Accreditation and 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

THE Respect for People



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

Scott Gauvin

Co-founder

617-590-1178

info@respectforpeopleroadmap.com

Visit our website:
respectforpeopleroadmap.com

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<https://bit.ly/respect-demo>

Sign up for our next webinar or open enrollment
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