



Peter J. Dean, MS, Ph.D. and Molly D. Shepard, MS, MSM have been joint partners since 2006 in *The Leaders Edge/Leaders By Design*, a leadership development and executive coaching firm. They are well known in the leadership field for a commitment to quality and for cutting edge solutions to the complicated problems that companies now face in ensuring a productive and cohesive work force with people from multiple generations, diverse backgrounds and differing perspectives. Successful leadership in these complex work landscapes has become increasingly more difficult and stressful. Peter and Molly are continuously researching and writing on possible solutions to these challenges. Together they have published 14 books on the subject of leadership.

Their latest book entitled, *The Bully-Proof Workplace: Essential Strategies, Tips and Scripts for Dealing with the Office Sociopath*, published by McGraw-Hill 2017 details what they have experienced in their coaching; a quickly rising tidal-wave of bullying in the workplace. Bullying by the office sociopath is intentionally negative, aggressive and malicious behavior that is directly or indirectly targeted to someone who can be more talented but has less power than the bully. The consequence of bullying is that it diminishes the target's ability to work at full capacity.

In their talk, Peter and Molly will present disturbing facts and statistics about the prevalence of bullying in the workplace. They will explain the different types of bullying, how to identify and document critical incidents, identify which type of bully you might be dealing with, and how to write out a script for confronting the bully. They will give advice on how a manager can address bullying on his or her team and suggest ways that a company can develop policy to prevent bullying from flourishing.



Peter J. Dean, Ph.D. is Founder and President of *Leaders By Design*, the men's leadership development division. With over 30 years of experience in the

industry, Peter has served as an international coach and consultant for many Fortune 500 and other companies worldwide. He has also held leadership positions and been on faculty at The Wharton School, Penn State University, Fordham and the University of Tennessee. Peter holds a Ph.D. in Learning Psychology and Human Resource Management and published 9 other books in his career.



Molly D. Shepard, MS, MSM is President & CEO of *The Leader's Edge/Leaders By Design* and has more than 25 years of experience in career counseling, leadership

development, executive coaching and executive search. She has served on many public and non-profit boards and has received numerous awards for her work. Molly is often tapped as a keynote speaker and moderator given her expertise and reputation as a thought leader in the field of leadership development. She frequently publishes articles and has authored 3 other books.