

Presenters: Cari Williams, Melanie Brittle and Robert Jackson

## DPR Culture

Mission: “To be one of the Most Admired Companies by the year 2030”



## The Leadership Development Story

### The questions we asked:

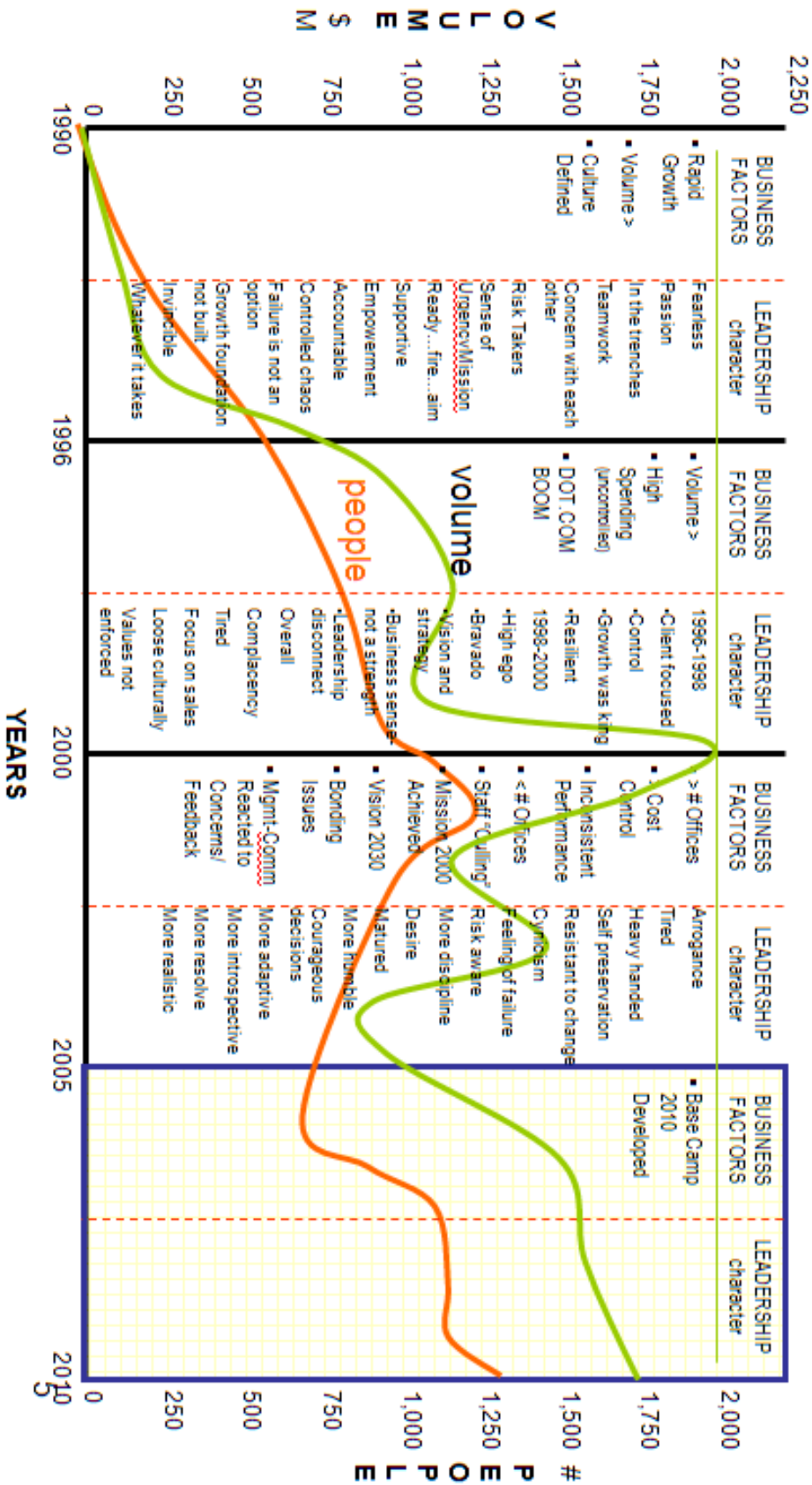
Why Leadership Development at DPR?

How did we decide what to do?

How did we create and design the process?

“I gained insight into how I think and approach things; I’ve learned to understand others better.”

# The DPR Journey Map



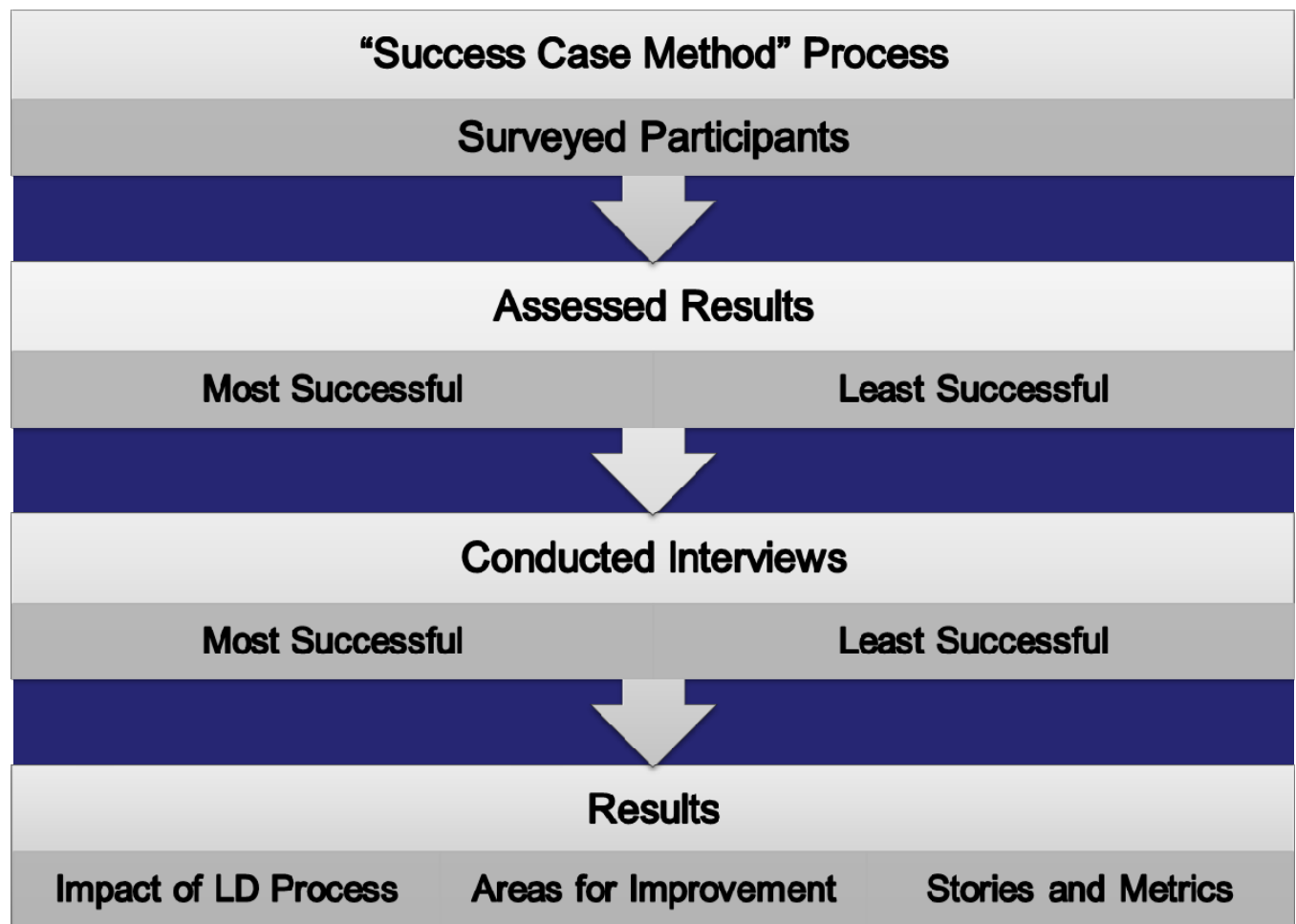
## The Return on Investment Study (ROI)

Why did we measure the results?:

How did we measure the results?

What did we find?

**“One of the results I experienced is having more self awareness. I learned the importance of understanding myself first, then other people’s styles. This changed how I approach difficult conversations.”**



*\*This is DPR’s visual summary of the SCM Process created by Robert O. Brinkerhoff*

## The Results

- Reaffirmed our commitment to the Leadership Development process
- Clear indicators about what worked and what didn't
- Lessons Learned from the ROI process

## Resources

- Robert O. Brinkerhoff, *The Success Case Method (2003)* Berrett Koehler : San Francisco
- A3 Template (Google)

## Additional Notes

- You and Your Organization -
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“TAKING THE  
TIME TO STOP  
AND THINK  
ABOUT  
LEADERSHIP AT  
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HUGELY  
BENEFICIAL.”

