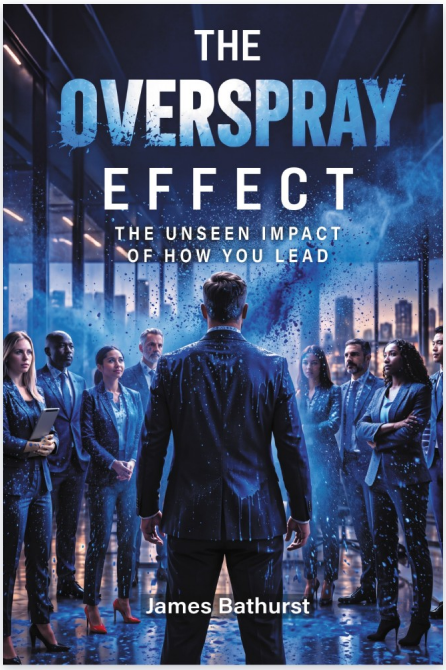


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The Overspray Effect

The Unseen Impact of How You Lead

James Bathurst, RN, MHA, MBA

Every decision, reaction, and behavior a leader shows creates overspray: unintended consequences that travel beyond intent and shape people, culture, and performance in ways the leader may never see.

Drawing on real-world stories and practical frameworks, retired U.S. Navy Nurse Corps Officer James Bathurst gives leaders the tools to recognize their overspray, reduce its negative effects, and amplify the positive.

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