



Deb Graham, Dayton, OH
Senior Consultant + Facilitator
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Deb is a senior consultant and facilitator for Stellar Teams, a professional services corporation headquartered in Denver, Colorado, providing customized skill-building workshops, talent assessments, coaching, and organizational effectiveness consulting for leaders and teams.

As an entrepreneur, organizational behavior enthusiast, world traveler and avid learner, Deb applies her curiosity and passion for personal growth to the work environment.

Deb is an accomplished organization and leadership consultant with experience in twenty-five countries and with hundreds of international leaders. She stays up-to-date on NeuroLeadership research and implications for organization performance while employing proven OD methods to deliver practical, sustainable results.

With diversified business experience in manufacturing, service, education, healthcare and technology, Deb has worked in the capacity of business leader and internal and external consultant. In these roles she worked on strategic initiatives including acquisition integrations, High Performance culture change, business systems integration, global leadership development, business transformation and strategic sourcing.

While living in Switzerland, Deb led the Global Executive and Leadership function for Philip Morris Int'l. In this role she partnered with recently appointed country Directors from Vietnam, Hong Kong, Austria, Egypt and Switzerland to accelerate strategic and cultural alignment.

Deb is a guest lecturer at Miami University, Wright State University, and the University of Dayton and has presented to the OD network, SHRM, and Project Management Institute. Active in her community, she served on the Junior Achievement board and provides consulting and facilitation to local churches and non-profit organizations.

Areas of Expertise

- Employee Engagement
- Global Leadership Development
- Large-Scale Change Management
- Leadership & Organization Assessment
- Leadership Coaching
- Merger & Acquisition Integration
- New Leader Assimilation
- Organization Design
- Organizational Culture
- Strategy Development & Execution
- Talent & Performance Management

Professional Experience

- Global Lead – Philip Morris Int'l – Lausanne, Switzerland
- Founder – ACT Strategic – Dayton, OH
- Director – Learning, Organizational Development & Talent – NewPage Corporation
- Manager – Organizational Effectiveness – MeadWestvaco – Stamford, CT
- Senior Consultant – LexisNexis – Dayton, OH

Education & Honors

- MS – Organization Development – Pepperdine University – Malibu, CA
- BA – Communications – Capital University – Columbus, OH
- Strategic Organization Design Certificate – University of Southern California – Los Angeles, CA
- Evidence-Based Coaching Certificate – Fielding Graduate University – Santa Barbara, CA
- Organization Development Certificate – NTL

Certifications & Affiliations

- Interpersonal Styles – DiSC, HBDI, Hogan, Insights, MBTI
- Cross-Cultural Leadership – TMC
- Change Management – CCL
- Competency Modeling – Korn Ferry Lominger
- Process Improvement – PQ Systems, Rummler Brache, Kepner Tregoe
- Organization Effectiveness – NeuroLeadership Institute