

Debra Dubow  
Founder, Dubow Consulting



Debra Dubow is a certified coach, facilitator, and organization development consultant with over 30 years of experience helping leaders, teams, and organizations transform. She is passionate about enhancing growth mindset, helping others become more self-aware and resilient to enable them to shift their thinking to achieve new possibilities.

Debra has coached executives in the biotech and healthcare industry, including Humana, Memorial Sloan Kettering Cancer Center, and Roche/Genentech. Her specialty areas include exploring and transitioning to new roles, learning how to adapt and develop “New Ways of Working”, working with challenging colleagues, direct reports, or stakeholders,

incorporating systemic & strategic thinking to enable organizational transformation, increasing one’s networks and collaborations, creating high performing teams and engaging cultures, and exploring one’s life purpose and vision.

**LinkedIn:** <https://www.linkedin.com/in/debradubow01/>

**Coaching Credentials:**

- ICF ACC Coaching Certification, Leadership Circle Certification, Appreciative Inquiry, Myers-Briggs Type Indicator, Accelerating Coach Excellence Program, Benchmarks Certification, Agile Leadership, Prosci Change Management
- Started first benchmark Executive Coaching Practice for Succession Planning with Humana Inc., Led Coaching Practice for Memorial Sloan Kettering Cancer Center, Coached numerous Senior Leaders and Executives at Roche and Genentech utilizing Leadership Circle 360 assessment to enhance creative leadership skills and help leaders become more agile.
- Masters of Science in Organization Development, MS in Social Work

**Areas of Expertise:**

Advanced Facilitation  
Agility and Innovation  
Career Exploration  
Core Value Identification  
Conflict Management  
Customer, Employee, & Stakeholder Engagement  
Design Thinking  
Developing High Performing Teams  
Diversity, Equity, Inclusion, and Belonging  
Effective Networking, Emotional Intelligence  
Executive Strategy and Alignment  
Growth Mindset  
Increasing Resiliency

Job Search  
Leadership Development Workshops  
Leadership Effectiveness  
Mindfulness  
Navigation of Workplace Relationships  
Organizational Culture  
Organizational Strategy  
Organizational Transformations  
Outcomes Based Planning  
Psychological Safety  
Systemic Thinking  
Team Building & Optimization  
Work/Life Balance