# Deborrah Himsel

Adjunct Faculty

## About Thunderbird:

Thunderbird is the world's No. 1-ranked school of international business with more than 65 years of experience in developing leaders with the global mindset, business skills and social responsibility necessary to create real, sustainable value for their organizations, communities and the world. Dedicated to preparing students to be global leaders and committed global citizens, Thunderbird was the first graduate business school to adopt an official Professional Oath of Honor. Thunderbird's global network of alumni numbers 40,000 graduates in 147 nations worldwide. The school is sought out by graduate students, working professionals and companies seeking to gain the skills necessary for success in today's global economy.

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**Areas of Expertise:**

Leadership Development, Change Management, Executive Coaching

Deborrah is a recognized expert in leadership development, a change agent, a thought leader, an author, an educator and executive coach...a sought-after speaker for conferences and workshops. Current consulting clients include: Amylin Pharmaceuticals, Citigroup, Daimler Chrysler, Johnson and Johnson, KPMG, Marsh, Novartis, Toyota, Starbucks, UBS and Washington Mutual. She is the author of Leadership Sopranos Style; How to become a More Effective Boss, which was released to critical acclaim in 2004 and translated into ten languages. Over the last five years, she has appeared on Fox News, CNBC and Bloomberg. She is often interviewed and quoted on television, radio and in print. She wrote weekly expert commentary on the television series, The Apprentice for USA Today.

Deborrah was Vice President of Global Organization Effectiveness at Avon Products, Inc. from 1999 to 2005. In this role, she was a key driver in Avon's major transition from a holding company to a globally integrated organization, working in over 30 countries. Deborrah was responsible for worldwide leadership development, talent planning, performance management, career development, staffing, executive coaching and organization development. She also provided HR generalist support to the Corporate Legal group and the Asia Pacific region. Deborrah's work in leadership development received Avon's Pathfinder award in 2002.

From 1997-1999, Deborrah was Vice President, Human Resource Planning and Development at Deutsche Bank (formerly Bankers Trust), where she spearheaded the firm's drive toward a culture that rewarded both results and people - a first for Wall Street.

Deborrah spent the early part of her career with Pfizer in the roles of Director of Training and Development and Manager of Organization Development. Her responsibilities included leadership development, organization and team

development, competency modeling and team and process facilitation. One of her initiatives in this role won the Big Apple Award from The Public Relations Society of America. She was instrumental in implementing the change of four distinct sales and marketing organizations into integrated disease management teams in the U.S.

Deborrah is an adjunct faculty member at The Milano School, Thunderbird School of International Management and The Helsinki School of Economics, where she has taught courses in International Human Resource Management, Group Dynamics and Organization Development.

Debbie holds an M.B.A. with a concentration on Organization Development from the State University of New York at Binghamton and a Bachelor's degree from the same institution.