

Deborah Heater, Career Strategists

Background and Experience

- Owner of consulting company, providing performance management strategies and career coaching
- Eighteen years of experience teaching management best practices and leadership development
- Facilitates workshops on strategic career development
- Conducts training on *Branding Yourself as an Ideal Applicant*
- Promotes a new paradigm for diversity and inclusion initiatives
- Advisor on improving performance cultures for 25 years
- Attorney, licensed in Ohio for 20 years, specializing in Human Resources matters
- Held several senior Human Resources positions
- Experience in compliance, risk reduction, and labor relations
- Advisory Board member for a Master's Degree program in Executive Leadership and Organizational Change at Northern Kentucky University's College of Business
- Contributing writer/blogger on leadership, unconscious bias, and building cultures of excellence
- Involved in more than a thousand hiring reviews and decisions at all job classification levels