



## Areas of Expertise

- Executive Coaching
- Leadership Coaching
- Team Coaching
- Personality & Style Assessment
- Emotional Intelligence
- Crucial Conversations
- Cultural Assessment & Change
- Strategic Planning & Futuring
- New Leader Transition Acceleration
- Cognitive-Behavioral Change
- Positive Psychology

## Certifications

- CCL 360-degree Feedback Suite
- Leadership Architect Suite
- Myers Briggs Type Indicator
- Team Management Profile
- Hogan Leadership Suite of Assessments
- Leadership Circle 360 Inventory
- FourSight Thinking Styles Assessment
- CPI 260 and Tilt 365
- Franklin Covey First Things First & 7 Habits for Highly Effective People
- VitalSmart's Crucial Conversations: Tools for Talking When the Stakes Get High
- HeartMath Certified Coach
- Enneagram

## Debra Loftus, Ph.D.

Debra Loftus, Ph.D. improves the leadership of today's organizations so they can better meet the challenges of tomorrow. Her unique appeal as a leadership coach comes from three distinct aspects of her expertise: the analytical mind of a behavioral scientist, the pragmatic wisdom of a seasoned business executive, and the insightfulness of a trusted counselor.

For over 15 years, her company Liminal Solutions has delivered custom solutions on a wide range of topics including: executive transition acceleration, team effectiveness, and strategic planning and futuring for organizations. She has been a sought-after advisor to many C-suite and senior leaders, as well as provided innovative leadership development, to a variety of Fortune 100 corporations including Boeing, United Airlines, and Exelon. With her extensive health care industry experience, Debra has brought fresh yet relevant insights to companies as diverse as Cardinal Health, the Blue Cross Blue Shield Association, Takeda Pharmaceuticals and Astellas Pharmaceuticals. She has also provided perspective to the leadership of a number of non-profit organizations including the MacArthur Foundation, Ascension Health and the Illinois Institute of Technology.

Debra bases her practical knowledge on her years of corporate experience. Before starting her own consulting practice, she spent over 10 years as an internal leadership effectiveness consultant and senior human resources leader for companies including: Baxter Healthcare, Alliant Foodservice and W.W. Grainger. She then expanded her business insights by starting her own company, Liminal Solutions, which is dedicated to improving leadership effectiveness and organizational performance.

Her expertise is informed by her continual exploration of leadership effectiveness and organizational psychology trends and research. As a licensed psychologist, she brings a plethora of assessment tools to apply to her clients' challenges.

Debra is deeply experienced in the field of psychology, having completed a doctoral internship in the Harvard University School of Medicine. She earned doctorate and master's degrees in clinical/personality psychology from Northwestern University and graduated magna cum laude from Wittenberg University. Her most recent academic career includes over 7 years of teaching graduate school-level classes on the Foundations of Leadership at Northwestern University.