



Debra A. Hornell

Debra A. Hornell is the founder and president of Hornell Partners, Inc., a consulting firm that partners with clients to meet their facilitation and organization development needs. She has extensive experience in team building, performance planning, leadership development, group facilitation, conflict management, change management and strategic planning. Deb is respected for her ability to design and facilitate practical solutions to complex business challenges, while honoring and engaging people in the process.

Deb's clients range from non-profit to Fortune 1000 companies including AbbVie, Antenna International, Atlas Air, Bridgestone Firestone, Careerbuilder.com, ElKay Manufacturing, Executive Edge, Family Promise, Follett, Harris Bank, John Deere, JLL, McDonald's Corporation, Navigant, Redbox, SAFY, Simple Mills, Tupperware International, Tribune (TRONC) and WOMEN Unlimited, Inc. Her clients describe her as "a straight shooter who tells you what you need to hear not what you want to hear. She will force you to look honestly at yourself and your organization to identify and leverage your strengths... while helping to ensure your development areas don't become a distraction."

Deb is frequently asked to speak on leadership issues, career planning, and strategies to develop and promote high potential women in the workplace. Her book, *Good Things for a Full Life*, contains 40 life lessons that have helped her create a full and satisfying life, and will inspire others to be more intentional in creating their own full lives.

Deb's personal brand of "Cultivating Environments for Growth" describes her unique approach to three important areas of her life – business, gardening and family. Prior to her consulting career, Deb held line and staff positions in education, financial services and the newspaper industry. She holds a B.S. in Education from Indiana University and an M.S. in Management and Organizational Behavior from Benedictine University. She and her family live in suburban Chicago.

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