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| **Professional Expertise** | | Debby is a seasoned attorney and business leader who partners with senior executives in large companies, entrepreneurial ventures, and professional services firms to develop their leadership skills and improve bottom-line results.    Debby’s results-oriented coaching focuses on helping leaders to:   * ascertain their strengths and leverage them for more senior roles * develop key leadership competencies * recognize and overcome roadblocks to success * enhance their communication skills and professional presence * better manage scarce resources   Prior to becoming a coach, she spent over 16 years as a practicing lawyer, focusing on corporate, intellectual property, and technology law. She has worked with executives within companies of all sizes, from small start-ups to large, multi-national organizations. In addition to her legal experience, Debby has also worked with a top professional services firm in strategic management consulting.  Debby’s ability to quickly understand even the most complex industries along with her warm, witty, and empathetic personality allows her to quickly build rapport with her clients. Leveraging her prior work experience, her entrepreneurial creativity, and her ability to navigate diverse corporate environments, she’s successfully coached a broad array of leaders facing a range of challenges and opportunities. | |
| **Sample Recent Coaching**  **Engagements** | | * Senior Vice President of international real estate investment company to understand key strengths in preparation for larger roles * Senior executive with manufacturing company to improve delegation skills and teambuilding within her organization * Executive director with global pharmaceutical company to build succession strategy and improve transparency in team leadership * V.P. and Associate General Counsel at large corporation to improve leadership confidence and competence, communication with C-level executives, professional presence, management skills with direct reports, and listening skills * Regional director with global pharmaceutical company to help with team communication and feedback skills * Senior executive with global pharmaceutical company to strengthen leadership skills and increase collaboration with key stakeholders * Partner in national law firm to develop client management skills, build a client service team, and manage a rapidly growing client base * Partner in a boutique law firm to help him get re-energized about the practice of law and to develop a strategy for taking his practice to the next level of success * Senior executive with global pharmaceutical company to build succession plan and improve leadership skills * Director in administrative role at law firm to improve professional presence, communication skills, and confidence as firm leader * Solo practitioner attorney who became a partner at a mid-sized law firm as she transitioned and assimilated into the firm's culture, developed a client management strategy, and became a firm leader * Director of Financial Management at a real estate management company to improve leadership skills and create succession plans * Executive Director of national non-profit to improve time management skills, communication with stakeholders, and delegation * Partner in a mid-sized law firm to develop a stronger, more diversified client base and to add more community service to her role | |
| **Career History** | | **NOVATEUR PARTNERS, LLC (2002-Present) Founder, Coach and Trainer**  Executive coaching for lawyers, business executives and entrepreneurs.  **STONE LAW ASSOCIATES, INC.** (1994 - 2006) F**ounder, President and Attorney**  Corporate, technology and intellectual property practice.  Providing general corporate representation for small to mid-sized businesses with a focus on intellectual property and technology issues. Aiding clients in devising legal strategies that made sound business sense. Advising clients in all aspects of trademark, copyright, licensing, trade secret, and Internet law. Counseling about and negotiating commercial transactions of all types including supply contracts, distribution agreements, and independent contractor arrangements. Working with clients to choose and form corporate entities.  **MCKENNA LONG & ALDRIDGE** (f/k/a Long Aldridge & Norman)  **Intellectual Property Counsel (1994-1999)**  Handling trademark and copyright matters including assisting clients with selection of marks and prosecution of trademark and service mark applications, oppositions, and infringement matters.  **Associate, Corporate Team (1989-1992)**  Concentration in intellectual property, including trademark and copyright matters, advising clients regarding trade secrets, and preparing and negotiating software development, licensing, and distribution agreements. Drafting and negotiating employment agreements, supply contracts, and various other commercial contracts. Additional experience in mergers and acquisitions and securities transactions.  **DUKE UNIVERSITY** (Fall, 1988)  **Undergraduate Writing Program Instructor**  Taught freshman seminar including lesson planning, classroom teaching, paper grading and conducting student feedback sessions.  **CONTEL SERVICE CORPORATION** (1985-1986)  **Human Resources Assistant**  Provided research and support for Vice President of Human Resources within large national telecomm company.  **BAIN & COMPANY** (1984-1985)  **Associate Consultant**  Performed strategic and marketing consultation studies for Fortune 500 companies in a wide-range of industries including manufacturing, financial services, and media. | |
| **Education, Certifications,**  **and Professional Affiliations** | | * Juris Doctorate with High Honors, Duke University School of Law, 1989 * A. B. in Public Policy, *Magna Cum Laude*, Duke University, 1984 * Professional Certified Coach, International Coach Federation, 2008 * Graduate, Organization and Relationship Systems Coach Training, The Center for Right Relationship, 2007 * Certified Professional Co-Active Coach, The Coaches Training Institute, 2004 * Georgia Coach Association, Past President * International Coach Federation, Member * International Coach Federation Leadership Coaching Program, Coach * ProWIN Professional Coaching Committee, Co-Founder and Co-Chair * State Bar of Georgia and Georgia Association for Women Lawyers, Member * Highlands Ability Battery - Certified Affiliate * Myers -Briggs Type Indicator - Certified * Center for Creative Leadership - Benchmarks, 360 BY DESIGN, Executive Dimensions and Prospector - Certified | |