

Deb Allen

Strategic Thinking Partner

Deb has a great ability to sit with her clients, ask the right questions, and listen and absorb the response. In understanding their concerns, she helps her clients strategize and map an action plan for their future – careers, business processes, team goals. Her extensive corporate background and her entrepreneurial spirit interplay with the client for demonstrated results. She is direct and to the point.

Deb Allen graduated from St. Lawrence University with a degree in Economics and spent 18 years in varying roles in banking (Key Bank and NBT Bank), ranging from teller to branch manager to commercial lender and ultimately to Sr. Vice President with responsibilities for Human Resources, Sales and Marketing, and Branch Administration. Her 40th birthday gift to herself was to leave the corporate world and strike out on her own. Before leaving the bank, she asked clients and colleagues to identify her value proposition, and the overwhelming response was “work with people and organizations to help them understand their greatest strength and potential, then help them build and leverage those skills, and create strategies for success”. Taking that advice to heart, Deb has spent the last sixteen years providing training, and “coach approach” strategic partnering to many clients, primarily corporate and academic, successfully helping align people, strategies, and outcomes.

Deb has become known for ability to get to the heart of the matter quickly, to be direct yet compassionate in her approach, to provide intellectual wrestling for senior and developing leaders, and to help map processes for learning/personal fulfillment. She wants for the success of her clients and will goad, push, cajole, and integrate different methods to connect with each person’s most effective learning style. She is at her best when working with clients who are committed achievers.

As a trainer, Deb is known for her engagement in the classroom and her ability to deliver practical and down to earth advice. Her programs are a perennial favorite with both management and the employee base, and focus mainly on Personal Effectiveness through Emotional Intelligence, and Generational Diversity. She has created and delivered many successful management and leadership programs, customizing them to work within the existing organizational culture. She works with intact teams to improve their effectiveness through better communications and appreciation for what each person bring to the team. She can tailor some of her programs for conferences and conventions.

Her client experience includes: various financial organizations, Pfizer, Husky Injection Molding, National Life Group, Middlebury College, Williams College, and Champlain College. She has also worked with several smaller organizations and does some work with not-for-profit organizations.



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Deb spent 18 years in the banking world, 8 of which were in the C-Suite, and 15 years running her own business. The combination results in a unique ability to work at all levels inside large corporations, with start-up entrepreneurs, with both individuals and groups.

Deb is qualified by the Center for Creative Leadership to provide their 360 assessment suite to clients and to work with MBTI and other personality assessments such as DISC, FiroB, and TKI. She has completed Roger Schwartz’s Skilled Facilitator Training, and is an experienced low ropes adventure based facilitator.

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