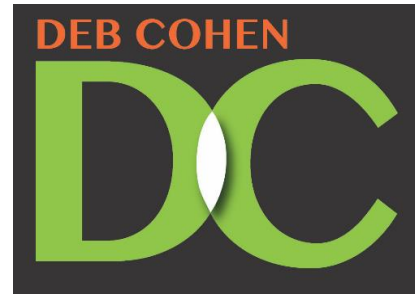




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Deb Cohen, Ph.D., is an author, trainer and management consultant with more than 25 years of experience advising, speaking and guiding nonprofit, academic and for-profit entities. Her latest book, ***Developing Management Proficiency: A Self-directed Learning Approach (2020)***, focuses on how managers can develop their management competence through self-directed efforts.

Deb offers **coaching** to managers and aspiring managers focused on developing the skills needed to be successful and effective.

Deb is a *Distinguished Principal Research Fellow* with The Conference Board. A subject matter expert in HR, management and organizational behavior, Cohen's expertise lies in creating and executing new initiatives that support and develop organization strategy. She is a skillful facilitator, speaker, trainer and researcher. She has been called upon as an **Expert Witness** in employment cases.

As a former SVP with the Society for Human Resource Management (SHRM), Cohen was responsible for a 50-person Division covering knowledge services, original research, and the development of a profession-wide competency model. Under her direction, research services were transformed into a significant revenue stream, a curriculum guide for the HR profession was established and a competency model that forms the basis for a world-wide certification credential was created. As a member of the Executive Team, Deb helped develop, guide and evaluate programs across the organization.

She received her Ph.D. in Management and Human Resources and her Master's Degree in Labor and Human Resources both from The Ohio State University. She is a certified Senior HR professional with the designation *SHRM-SCP*.

Deb is also the author of ***Developing Proficiency in HR: 7 Self-directed Activities for HR Professionals***, a book that focuses on self-development in HR (2016). She is co-author of the (2015) book ***Defining HR Success: 9 Critical Competencies for HR Professionals*** and a co-editor for a (2013) book entitled ***Developing and Enhancing Teamwork in Organizations: Evidence-based Best Practices and Guidelines***. Prior to joining SHRM, Dr. Cohen spent 15 years as an academician teaching HRM at George Washington and George Mason Universities. Dr. Cohen has published over 50 articles and book chapters and has been published in such journals as *Academy of Management Journal*, *Personnel Psychology*, *Journal of Management*, and the *Journal of Business Ethics*.