



Debra Carpenter

ABOUT DEBRA CARPENTER

Debra Carpenter is Senior Team Optimization Advisor and Partner with Corpus Optima. In this capacity she is responsible for the design and implementation of Corpus Optima's Superperforming Team coaching, facilitation, and education services. Over several decades, Debra has successfully fostered the application of Superperformance principles to negotiate cross-functional transformation in numerous projects and organizations. She is a complex systems thinker who uses quantitative and qualitative data to distinguish, test and erect a scaffold for strategic change. She has leveraged advanced culture and process transformation methods to generate exceptional team results in a variety of settings.

As a gifted organizational development professional, she has served a number of prominent organizations, most recently as a consultant for Right Management. In this capacity she has consulted to many prominent high technology firms, including Cisco, Yahoo!, Ebay, and others. Some of her numerous achievements include: (1) Protected a \$1.2 million sale yielding a 3-1 client return on investment for the firm, by upgrading the quality of a high-potential development program for a Fortune 100 customer, (2) developed an innovative cross-functional senior leadership program for a major microelectronics firm subsidiary, unlocking silos and reducing decision-making time by half, while improving the quality of market penetration plans, retaining key at-risk leaders, and generating a significant increase in employee engagement, (3) raised internal Request-for-Proposal success rate by 65% through contract process assessment, team building and cross-functional collaboration, and (4) rescued a global launch for a major Fortune 100 client—in two weeks creating, staffing and delivering “the best launch in the history of the company,” opening doors to previously inaccessible proposals and relationships.

Prior to this, Debra was Owner and Principal Consultant for Learning Quest, where she led business development and client leadership practices across multiple clients. In one assignment she functioned as temporary General Manager of the largest nonprofit in the state, during which the organization experienced dramatically increased donations, food distribution, cost containment and employee engagement, driven by the development of a new senior team, introduction of a comprehensive performance dashboard, and installation of a continuous improvement program. In another highly successful assignment she redesigned the workflow for a regional advertising firm, including the redesign of talent management practices, leading to a new system of work and effectively doubling new account acquisition, as key leaders were freed to focus on new business development.

Before founding Learning Quest, Debra was Director, Renaissance Greeting Cards, where she redesigned the firm's lead generation and sales development process, which reduced sales cycle time by 80%, lifting sales to a 400% increase in four years. By applying the servant leadership and team optimization principles introduced by Debra, the organization generated more than a 250% increase in productivity in this period, while reducing costs.

Debra is certified in Herrmann Brain Dominance Instrument, USM Mediation Training, USM Transformational Coaching, and Myers Brigg Type Indicator. She received her B.A. from the University of Kentucky and her M.A. from the University of Florida at Gainesville.

