

Deborah Lukovich, PhD

Leadership Coach and Facilitator of Collective Insight and Conscious Dialogue

Insight → Dialogue → Impact

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Professional Summary

Leadership Coach and Facilitator of Collective Insight and Conscious Dialogue with 20+ years of experience driving individual, team, and organizational transformation across nonprofit, education, and business environments. Trusted partner to executives navigating high-stakes and confidential challenges, drawing on experience as a business owner, nonprofit executive, and community leader. Helps leaders and teams uncover hidden dynamics shaping relationships and decisions, navigate conflict through more effective communication, and align around shared goals—driving measurable impact, engagement, and performance. Proven track record of improving team alignment, increasing leadership readiness, and supporting advancement into expanded leadership roles through sustained coaching engagements.

Key Capabilities

Insight

- Surface unconscious patterns shaping behavior, culture, and decision-making
- Identify hidden dynamics limiting collaboration, performance, and growth

Dialogue

- Facilitate courageous and constructive conversations in high-stakes environments
- Equip individuals, leaders, and teams to navigate conflict and communicate with clarity and accountability

Impact

- Guide individuals and groups from conflict and confusion to clarity, alignment, and effective action
- Strengthen team cohesion, decision-making, and overall effectiveness

Professional Experience

Depth Psychology Coach | 2020 – Present

- Guide individuals, leaders, and teams to uncover hidden dynamics that limit growth and success
- Facilitate conversations to transform tension into insights that drive clarity, alignment, and collaboration
- Coach clients to communicate directly and navigate difficult conversations with greater confidence
- Turn complex interpersonal and organizational concepts into practical and actionable tools
- **Key Results:** High-retention practice of 30+ clients (1–5 years), supporting personal and professional transformation. Clients report stronger relationships, clearer decision-making, readiness for advancing professionally, and confidence in navigating complex or high-stakes situations.

Executive Director, Playworks Wisconsin | 2015–2019

- Built and maintained strategic partnerships to elevate awareness and stakeholder engagement.
- Aligned staff, board members, and donors around a clear strategic direction related to program impact and resource development.
- Introduced new approaches to communication and team reflection.
- **Key Results:** Led turnaround that improved finances, team culture, and impact following a period of instability. Recognized for best practices.

Founder & Consultant, alineia, LLC | 2004 – Present

- Consulted with 70+ nonprofits and schools to uncover unseen patterns limiting growth and engagement
- Facilitated strategic conversations that strengthened alignment, collaboration, and organizational clarity
- **Key Results:** Helped leadership teams shift mindsets and adopt new practices that improved community support, revenue, student enrollment, and culture

Executive Director, NARAL Pro-Choice Wisconsin | 2002 – 2003

Development Manager, National Multiple Sclerosis Society (WI Chapter) | 2000 – 2002

Personal Financial Planner / Business Partner, American Express Financial Advisors | 1991 – 2000

- Managed \$25M portfolio for 400 clients, earned Certified Financial Planner (CFP) designation, and recognized for quality of advice and business growth
- Delivered financial education to diverse audiences, including workforce transition programs

Publications, Speaking & Thought Leadership

- Author, *When Sex Meets God: A Midlife Unraveling* (2024)
- Author, *Your Soul is Talking. Are You Listening?* (2021)
- Author, *The Secret to Fundraising; It's NOT About Asking for Money* (2014)
- Author, *The Secret to Better Schools* (2010)
- Host, *Dose of Depth Podcast* (125+ episodes; 4–5k monthly views)
- Speaker, Alverno Community Conferences (2019, 2020)
- Blog author (90+ articles applying a depth psychology lens to relationships and various topics)

Education

PhD – Depth Psychology (Jung & Archetypes), Pacifica Graduate Institute, 2020

MA – Depth Psychology (Jung & Archetypes), Pacifica Graduate Institute, 2016

BS – Business/Finance – Marquette University, 1991

Facilitator Training – Zeidler Center, 2018

Community Leadership

- Founder, Friends of Bradford Beach
- Founder & President, Women's Political Voice
- Founding Board Member, Milwaukee Renaissance Academy
- President, Wisconsin NOW & Milwaukee NOW
- Multiple board and leadership roles across nonprofit organizations

Recognition & Awards

- Philanthropic Five Award, United Way of Greater Milwaukee (2012)
- SBA WI Emerging Small Businessperson of the Year Nominee (2012)
- "Women at Their Best" Award, Glamour Magazine (1999)
- Quality of Advice Award, American Express Financial Advisors (1997–1998)