

Deborah Lukovich, PhD

Facilitator of Collective Insight and Conscious Dialogue

Insight → Dialogue → Impact

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Professional Summary

Facilitator of Collective Insight and Conscious Dialogue with decades of experience in entrepreneurship, nonprofit leadership, and expertise in depth psychology (stud of the unconscious). I help leaders, teams, and organizations uncover hidden dynamics shaping relationships, culture, and decision-making—transforming conflict and confusion into aligned action and meaningful impact.

Key Capabilities

Insight

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

Dialogue

- Facilitate courageous and constructive conversations
- Equip individuals and leaders to navigate difficult conversations effectively

Impact

- Guide individuals and groups from conflict and confusion to clarity and alignment
- Enable teams and communities to act with creativity, cohesion, and shared understanding

Professional Experience

Depth Psychology Coach | 2020 – Present

- Guide individuals and groups to uncover hidden dynamics shaping relationships, culture, and decisions
- Facilitate dialogue that transforms conflict and tension into insight and collaboration
- Serve 30+ long-term clients (1–5 years), supporting deep personal and professional transformation
- Apply depth psychology, neuroscience, and systems theory to make complex dynamics actionable
- Coach individuals to communicate clearly in high-stakes moments
- Client quote: *“I learned to understand my emotions and be curious rather than judgmental. Reclaiming my power has profoundly changed my life.”*

Executive Director, Playworks Wisconsin | 2015–2019

- Regional turnaround: improved impact, finances, and team culture; recognized for best practices.
- Colleague quote: *“Deb's ability to look at things in a different way has really unleashed our staff. She pushed us to look at our work and individual professional styles differently.”*

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
- Helped leadership teams shift mindsets and adopt new practices that increased community support and revenue

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
- Sought out opportunities to make financial planning concepts accessible to different audiences (e.g., single women in need of assistance, welfare to work case workers, financial literacy 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)