

Deanna Banks, PhD

- Psychology studies (Bachelor of Science) diploma, Guilford College, North Carolina
- M.A. degree in Industrial & Organizational Psychology, George Mason University, Virginia
- Ph.D. degree in Industrial & Organizational Psychology, George Mason University, Virginia
- Leadership Consultant based in Asheville, North Carolina
- 20+ years of experience in leadership development and human capital consulting to mid- to large commercial organizations and U.S. government agencies
- Executive Coach for the University of Maryland's, Robert H. Smith School of Business, Executive MBA program
- Areas of expertise include leadership development; executive coaching; leadership, team, and organizational assessment; employee engagement; and performance management
- Practitioner in various 360, individual and team assessment tools

Focus of consulting and training work

- Leadership development curriculum: leading all stages of the instructional design process to create high impact training and learning interventions
- Leadership development systems: evaluating, designing and implementing integrated leadership development systems that align and prioritize learning activities across the organization
- Leadership development programs – facilitating leadership training programs across all levels of leadership
- Assessment: designing, delivering, and debriefing individual, team, and organizational assessments
- Culture building programs: collaborating with leaders to develop and implement strategies to promote highly engaged organizational cultures
- Leadership Coaching: coaching frontline, mid-level, senior, and executive-level leaders on leadership and management skills, leveraging personality and 360 assessments

My message

- "You are not here merely to make a living. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand." (Woodrow Wilson)
- "A leader…is like a shepherd. He stays behind the flock, letting the most nimble go out ahead, whereupon the others follow, not realizing that all along they are being directed from behind." (Nelson Mandela)
- "A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be." (Rosalynn Carter)
- "When you put together deep knowledge about a subject that intensely matters to you, charisma happens. You gain courage to share your passion, and when you do that, folks follow." (Jerry Porras)
- "Leadership and learning are indispensable to each other." (John F. Kennedy)

E-mail: banks@munichleadership.com