



## Professional Biography: Debbie Lockwood



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Deborah Phillips, SPHR joined HR Collaborative after a 20+ year career supporting the growth of Priority Health, a multi-product regional health insurance company. As Chief Human Resource and Administrative Officer, she was a key contributor to the organization's growth and success. She led a talented team of professionals responsible for long-term strategic and human capital planning that drove organizational growth and effectiveness, always advocating for its impact on people.

At HR Collaborative, Deborah serves as a Senior HR Business Partner and is an exceptional business coach and compensation guru. HR Collaborative provides human resource management services to small and medium sized businesses, and has helped many organizations develop their leadership capacity.

Deborah serves on the Board of Spartan Store YMCA, Grand Rapids Opportunities for Women and the Michigan Women's Foundation. In addition to her Board service, Deborah has been a long-term supporter of inclusion and diversity. She was the executive sponsor and founder of Priority Health's *Innovation thru Inclusion* work team and was instrumental in developing the West Michigan Diversity Implementation Model which included a ten-step process for creating an effective diversity plan in a company.

### **Contact Information**

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