

Consultant Biography

Debora Bloom, M.A.
Principal Consultant



Debora Bloom is a Principal Consultant at Advanced Management Services, Inc. (AMS), a full service management consultancy servicing an international client base.

Debora has over 25 years experience as a manager, human resources consultant, and project manager. She has extensive experience in the design and implementation of human resource management processes. Much of her current organizational consulting takes place at the intersection of diversity and managerial effectiveness. Her diversity work includes helping organizations structure their diversity processes; designing and facilitating diversity training for executives, managers and staff; guiding diversity councils; providing harassment prevention training; and building cross-cultural understanding. Her U.S.-based and international work has involved organization assessments, team building, management development and consultation, improving employee selection processes, change management, performance management systems, project management and training of trainers.

Her clients come from a broad range of technology, engineering, manufacturing, health care and government organizations. Earlier in her career she was on the human resource development staffs of Wang Laboratories and Digital Equipment Corporation where she managed performance management and career development projects that were rolled out to international and domestic managers across the world. Since then she has worked in a dozen different countries, many of them in Latin America, where her fluency in Spanish contributes to her effectiveness. Debora has been a department head in hospitals, served as a Peace Corps Volunteer in Colombia and taught on the management faculties of several universities including the University of Massachusetts and Northeastern University.

Debora has been a committee chair of the Northeast Human Resources Association; has been active in the American Society for Training and Development including giving presentations at ASTD annual international conferences; been a member of the Organization Development Network and served on the Board of Directors of Women in World Trade. She holds a Masters degree in Education from New York University and completed doctoral studies in organization development at Harvard and MIT.