



Bridging Research To Client Results

Debra Brodsky Natenshon ([hear my name](#))



Debra is a social sector strategist who transforms well-intentioned organizations into high-performing changemakers. For over 20 years, she has guided foundations and nonprofits to move beyond activities toward measurable impact, bridging the gap between ambitious goals and verifiable results. [Debra has a track-record of highly effective engagements.](#)

Through her consultancy, [DBN & Associates](#), Debra partners with motivated leaders to design systems that drive continuous improvement. Her approach combines strategic thinking with cultural awareness and empathy, producing holistic solutions where others may see only fragmented challenges. As both a process designer and connector, she weaves together people, ideas, and research to deliver results that provide clients with the clarity and confidence to implement positive change.

Current engagements include: guiding a multi-year foundation collective impact initiative and their newest cohort - community engagement; designing client feedback tools for legal aid, afterschool programs, and youth mental health; facilitating strategic plan implementation for an education organization; coaching executives and teams to optimize their leadership.

Debra led a national organization for ten years where she pioneered [outcome management research](#) for the nonprofit sector. Her groundbreaking work includes developing the first nonprofit taxonomy of outcomes with the Urban Institute, creating eLearning platforms with Cisco Systems Foundation, and designing nonprofit and foundation effectiveness toolkits supported by the W.K. Kellogg Foundation.

As an active [Leap Ambassador](#), a respected international network of leaders, Debra co-authored [Small but Mighty](#) and contributed to [The Performance Imperative framework](#) and the [Performance Practice self-assessment tool](#). She facilitates the micro-community for consultants around the world to share, learn, and grow.

Debra is a dedicated community volunteer. She serves on a board committee for [New Moms](#), mentors mid-stage [CQI professionals](#), leads a high school band organization, and referees [robotics](#). She founded Chicago's [Net Impact](#) professional chapter, winning chapter of the year.

Debra's global perspective—gained through studying, living and working in England, Japan, India, Israel, and Argentina— informs her culturally responsive facilitation style. Her prior private sector experiences also enhance her expertise, including streamlining processes for Fortune 100 companies and successfully launching a technology start-up across 20+ countries.

Debra holds a Master of Science in Organizational Management.

She is based in Chicago and gains balance and joy from her husband and three sons.