



Professional BIO

Debbie Thompson

Debbie Thompson is currently President and CEO of her consulting business, Always On Consulting, which provides strategic HR consultation and solutions to her clients. She is dedicated to applying her years of experience to assist her clients in creating better workplaces that attract and retain quality employees by providing HR solutions to complex and ever-changing issues as well as cost saving process improvement strategies.

Prior to starting her consulting business in January 2022, Debbie retired from Horace Mann Educators Corporation after 17 years as Vice President, Senior Human Resources Business Partner, and Head of Talent Acquisition. As a member of the HR leadership team, she consulted with senior leadership teams to design and drive people-first strategies and solutions that resulted in a variety of business and performance impacts.

Her HR career spans over 40 years and prior to joining Horace Mann, Debbie spent 2 years at AIG and 23 years at City Water, Light and Power in HR leadership roles.

She has held elected political roles as a Sangamon County Board member for 14 years and Alderman for Ward 7 on the Springfield City Council for 4 years. Debbie has volunteered in a variety of community related activities, such as a Board member and Chair of the Audit Committee for the Girl Scouts of Central Illinois, former President of Illinois Women in Leadership's founding organization, Women in Management, and Board member of Downtown Springfield, Inc.

She is currently a Board member of the University of Illinois Springfield Alumni Association, Engagement Committee member for the University of Illinois Foundation System Board, and the Illinois Women in Leadership Board as Membership Chair.

Debbie also served as an adjunct faculty member for 10 years at the University of Illinois Springfield in the College of Business and Management, and 10 years as a Commission Member for the Illinois Comptroller's Merit Commission.

She has a master's degree from the Individual Option Program, with a focus on Human Resource Development, and a bachelor's degree in Management, both from the University of Illinois Springfield, where she received the Wall Street Journal Award and Distinguished Alumni Award. Debbie also received the Top 50 HR Professional Award from the ICON conference and was a 2021 Athena Award nominee. She has been a 30-year member of the Society for Human Resource Management and has a Senior Human Resource Professional certification from the Human Resources Certification Institute.

On April 15, 2023, Debbie received an honorary induction into Beta Gamma Sigma from the University of Illinois Springfield, College of Business and Management, an official honor society for AACSB accredited business schools. Honorary inductees have well-established careers and are proven leaders in the business field.

Debbie is a life-long resident of Springfield. She is passionate about her community, her love for UIS in the creation of a scholarship for students in the discipline area of Political Science and leveraging success for women through several mentorships.