



**Dr. Deborah Phillips, CPM®, Ph.D.**

2023 – 2024 IREM® Director

The Quadrillion

Stockbridge, GA

Dr. Deborah (Debbie) Phillips, CPM®, Ph.D., serves on the IREM (Institute of Real Estate Management) Board of Directors. Phillips is the founder/president of the Quadrillion, a consulting firm that develops systems and processes aimed at enhancing employee engagement for organizations. She's an internationally recognized real estate professional with over 30 years of industry experience.

As an entrepreneur, Phillips has a multi-faceted career including developing world class leadership development programs and talent management strategies. She was recognized in 2019 as a Woman of Influence in Real Estate by Globe Street, and was awarded the first REME Award for CPM (Certified Property Manager) of the Year in 2015 by IREM, and also received the 2013 Outstanding Educator Award by the National Apartment Association's Education Institute.

In addition to her private consulting, Phillips serves as President of the Real Estate Career Academy. As part of her work in workforce development, she serves on numerous boards and advisory councils related to economic development, business and industry partnerships, and talent retention.

Phillips completed her Ph.D. at Georgia Tech, where her research focused on resident satisfaction and employee engagement as she developed an employee engagement model for the multi-housing industry. She also holds a Master of Science degree in Housing & Consumer Economics, with an emphasis in Senior Housing, and a Bachelor of Science degree in Consumer Journalism, both from the University of Georgia. Her Master's research focused on lifestyle satisfaction for seniors and factors related to increasing engagement in shared housing.

Phillips believes in the philosophy, "You can dream, build and create the most beautiful place in the world, but it takes PEOPLE to make the dream a reality." Her passion is developing top tier talent that adds value to an organization through increased employee engagement. In addition to teaching and consulting, Phillips is an author and nationally acclaimed speaker.

Phillips is a member of the IREM Georgia chapter.