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Deborah Kops is Managing Principal of [Sourcing Change](#), the first resource dedicated to services change management. With experience as a shared services executive, buyer, provider, and private equity adviser, she works with leading companies to manage globalization challenges.

Her career includes managing directorships at both FleetBoston Financial (now Bank of America) and Deutsche Bank, partnerships at Arthur Andersen and PricewaterhouseCoopers, and chief marketing officer of a leading Indian-legacy outsourcing company.

Deborah frequently presents at major industry forums, and leads The Conference Board's Global Business Services and Emerging Shared Services Councils. She also leads a research group comprised of leading companies investigating the impact of shared services and outsourcing on finance transformation for ACCA, the British finance accreditation organization.

A strategic advisor to technology companies mercator.com, antuit.com, and paymentworks.com, Deborah serves on the board of social impact outsourcer Digital Divide Data, and is the founder and chair of Liberty Source PBC, the first BPO harnessing the talents of US military spouses to perform finance functions.