

Deborah Porter

Workplace Parent Consultant



“I partner with employers to create workplace cultures that support and retain working parents and caregivers.”

Organizations Served :

verizon✓

Google

SXSW✶

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Center**

CapitalOne®

Parents®

VCU

 **WASHINGTON
Parent**

 **GROWN
& FLOWN**

 **girl scouts**

 **Hootsuite**®

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About Deborah:

Deborah Porter is a trusted workplace culture strategist who helps Fortune 500 companies like Google, Verizon, and Deloitte support and retain working parents and caregivers. A sought-after speaker, coach, and media contributor, Deborah specializes in addressing the invisible mental load employees carry—and helping organizations build cultures of care that lead to better performance and well-being.

She's been featured on NBC, the cover of Washington Parent, and on stages like SXSW and SHRM. Her content is known for being practical, honest, and deeply human.

Media:



Media Segments:

[Work/Life Balance](#)

[Default Parent](#)

[Decision Fatigue](#)

[Caregivers](#)

Signature Talks:

1. The Myth of Work/Home/Life Balance

- We will dismantle the myth of achieving perfect balance and reframes the conversation to focus on correct proportions and intentionality. Attendees will learn how to prioritize their values, manage competing demands, and redefine success on their terms.

2. Living in the Middle: The Sandwich Generation

- Designed for those balancing the dual responsibilities of caring for aging parents while raising children. Deborah provides practical strategies to navigate this challenging season of life with resilience, forgiveness and grace.

3. Making the Invisible, Visible: Tackling the Mental Load

- This powerful conversation shines a light on the often-unseen emotional and cognitive labor that disproportionately falls on women and caregivers. It offers tools to name, share, and redistribute responsibilities in ways that honor equity, clarity, and well-being.

4. How to Starve Imposter Syndrome at Work and at Home

- Imposter syndrome is often a subtle yet persistent presence, quietly undermining confidence in both your professional and personal life. This session will guide you in recognizing and embracing the evidence of your success. Equipped with this powerful tool, you can silence the voice of doubt and redirect your energy toward celebrating your unique talents and strengths.

5. Preparing for the Empty Nest Now

- The transition to an empty nest can be an emotional and transformative time. This session helps parents prepare for the shift by fostering independence in their children, rediscovering personal goals, and strengthening family bonds in the present.

6. Navigating Parenting Transitions: From Diapers to Dorms and Beyond

- Parenting is a journey marked by constant change—this session provides insights and guidance for embracing each transition with confidence and compassion. From babyhood to adulthood, you'll learn how to adjust your parenting approach to meet your child's evolving needs—and your own.



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