

2026 MAURA WOMEN HELPING WOMEN AWARD RECIPIENT

DEBRA HUNTER JOHNSON

Reciprocity Consulting Group Founder



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Debra Hunter Johnson is a respected leadership strategist, board member and community leader. As the founder of Reciprocity Consulting Group in 2007, Debra's work is grounded in her signature philosophy—Accelerate Your Wisdom Curve®—helping leaders and organizations turn experience into insight and insight into lasting impact.

Debra helps organizations tackle complex workforce and leadership challenges by seamlessly blending data-driven insights with the nuances of human behavior to supercharge leadership, productivity and teamwork across industries ranging from technology, education, energy to retail. Also an accomplished attorney, Debra has held senior leadership roles at American Airlines, serving as a Vice President of Global Human Resources Services and an Associate General Counsel, where she helped shape workforce and legal strategies impacting more than 100,000 employees worldwide.

Equally important to Debra is her commitment to community and service centered on economic empowerment initiatives, equal access to healthcare and leadership development of emerging leaders. She currently serves on the board of Oncor Electric Delivery Company and the UT Southwestern Medical Center President's Advisory Board, where she is the past Board chair. Her prior board service includes the Texas Women's Foundation, where she co-chaired the Economic Leadership Council, the Dallas Economic Development Corporation, Kanarys, Inc., Planned Parenthood of Greater Texas, the Dallas Museum of Art and the Jack & Jill of America Foundation.

Debra is a member of the International Women's Forum, Alpha Kappa Alpha Sorority Inc., the Links, Inc., the Dallas Assembly, the Dallas Summit, the Junior League of Dallas and the National Association of Corporate Directors.

And as a mother and partner, she finds balance in life's most precious moments, cherishing time with her daughter in New York City and with her dashing beau of six years.

Whether advising executives, mentoring future leaders, or serving on boards, Debra brings wisdom, warmth, and a deep sense of responsibility to help others succeed.