



Debby Herman
Senior Vice President, Region Manager
Nevada State Bank

Native Nevadan Debby Herman gives new meaning to the term “multi-tasking”, managing 150 colleagues as head of a region comprising 20 branches across northern Nevada. With outstanding client satisfaction ratings and a highly successful team, her three decades of banking experience, personal touch, and mentoring spirit are clearly appreciated by both clients and bank colleagues.

Herman's passion for banking took root when she was a young girl accompanying her grandmother to the bank, and a teller at the drive-through window sent her out a lollipop. She worked at Dairy Queen and Kmart until she was old enough to get a job in banking. But once Herman had a foothold in the financial-services industry, there was no stopping her. “I learned early to have a good work ethic, do more than what was asked of me, and strive to be the best at whatever position I held,” she says. As Herman made the transition into management, she set high standards for the staff that she leads. But she also serves as mentor to many of her direct reports, sharing the wisdom she gathered through her successful career and staying visible to her team in its far-flung Nevada State Bank locations across 10 counties of northern Nevada.

Her calendar is packed each month with coaching, performance reviews, participation in special projects, and support for her staff as they work through complex customer and employee issues. Herman continues to build her knowledge through regular participation in training programs, seminars and leadership courses.

At the same time, Herman is an active volunteer in many community organizations. Honored as a 2007 Nevada Women's Fund Woman of Achievement, Herman went on to serve on the board of the Nevada Women's Fund board for 6 years—board chair in 2015 and 2016 and chair for 2017 Women of Achievement luncheon. She currently serves on the board of the Reno Rodeo Foundation, which through the generosity of clients and her branch teams, annually raises more than \$10,000 for the Reno Rodeo Foundation Denim Drive. Herman is also active with Junior Achievement and The Chamber and is a 2008 graduate of Leadership Reno Sparks. In 2014, she was awarded the Northern Nevada Business Weekly's Money Maker Award. In 2017, she was honored as an American Bankers Association Most Powerful Women in Banking Team. In 2018, she was selected as Top 20 Most Powerful Women in Northern Nevada by Northern Nevada Business View.

Herman says she is “surrounded by wonderful men”—her husband, three sons and one grandson. Through it all, she holds herself to high standards of integrity. She's a working mom, community leader, active volunteer and tremendous role model to all.