

IRINA COZMA, Ph.D.

Speaker | Facilitator | Organizational Psychologist | Executive Coach

Interactive keynotes and workshops that help leaders and teams think differently, expand possibilities, and change how they work.

ENGAGING	INTERACTIVE	PRACTICAL
Energizes audiences, even quiet, introverted, or virtual groups.	Blends dynamic discussion, guided reflection, and small and large group activities.	Translates complex psychological and neuroscience research into immediately usable workplace tools.

SIGNATURE SPEAKING & FACILITATION TOPICS

Available as 45–60 min keynotes, 90-min interactive workshops, half-day leadership intensives, or virtual sessions.

1. Become a Possibility Thinker at Work

Help professionals recognize where they feel optionless and develop practical ways to create more choices in their work.

Audience Takeaways:

- Recognize the hidden signs of "optionlessness" in day-to-day situations.
- Apply practical models to generate choices in high-stakes or uncertain moments.
- Shift from reactive habits to deliberate, proactive ownership of daily work.

Best For: *Professionals and teams navigating uncertainty, organizational change, career challenges, or feeling stuck in their current circumstances.*

2. Build 21st-Century Workplaces

Equip leaders to create work environments where people and teams can perform, adapt, and sustain results.

Audience Takeaways:

- Identify workplace practices and organizational dynamics that undermine focus and decision-making.
- Apply evidence-based strategies to strengthen team resilience and effectiveness under pressure.
- Build cultures that foster clarity, adaptability, and sustainable performance.

Best For: *Executive teams, people managers, HR/L&D leaders, and organizations seeking to improve how work gets done.*

ABOUT DR. IRINA COZMA

Irina Cozma, Ph.D., is an organizational psychologist, executive coach, and facilitator who helps professionals expand their possibilities through behavioral science and practical strategies. She combines a Ph.D. in Organizational Psychology, a decade in talent management consulting, and leadership experience at Salesforce and Wells Fargo.

Having lived and worked across four countries, she brings a global perspective shaped by diverse cultures, industries, and audiences, from C-suite executives to university students.

CREDENTIALS & BACKGROUND

Experience: Executive Coach, Physician Executive MBA (Univ. of Tennessee); Executive Director & Head of Career Development, Wells Fargo; Sr. Manager & Leadership Coach, Salesforce; Sr. Consultant & Manager, DDI.

Academic Affiliations: Adjunct Faculty, Purdue Global; Ph.D. Organizational Psychology; M.A. Strategic HR Management; M.A. Organizational Psychology.

Thought Leadership & Certifications: Contributor, Harvard Business Review; ICF Certified Coach; Hogan Advanced Certification; DDI Certified Trainer.

Languages: English, Romanian.

BOOKING & INQUIRIES: contact@irinacozma.com | www.irinacozma.com

IRINA COZMA, Ph.D. | Speaker Proof & Organizer Kit

"Bring the possibilities into the room."

WHAT ORGANIZERS & PARTICIPANTS SAY

ON CAPTIVATING VIRTUAL & INTROVERTED GROUPS

"That was awesome!! The conversation was entertaining and engaging. This group is more introverted, but you were very skillful in keeping them engaged despite their tendency to be quiet. Your style is compelling and drew the group in... particularly impressive given that you were on Zoom!"

— Duke University

ON MAKING COMPLEX SCIENCE DIGESTIBLE

"Irina did a phenomenal job at making a complicated topic digestible and easy to understand, mixing lectures with games and independent reflections ensured that the participants were actively engaged in the session. Irina is extremely charismatic and knowledgeable!"

— Ezra

ON PERSONAL CONNECTION AT SCALE

"In a session with 60+ participants, I felt like you were talking to me, and knew what I needed."

— American Society of Association Executives (ASAE)

ON DRIVING IMMEDIATE ACTION

"The activities that you engaged us in have significantly inspired me to take crucial steps forward in owning my growth and taking action!"

— Wells Fargo

ON INTERACTIVE DIALOGUE & PRESENCE

"Irina turned a potentially dry topic into one of the most engaging learning experiences I've had at Purdue. The class was interactive, thought-provoking, and fun with discussions that made me feel genuinely present and involved."

— Purdue Global University

ON AUTHENTICITY & RELATABILITY

"You did a fantastic job. Your presentation was engaging, authentic, and very relatable. I thought you did a wonderful job, and I'd be delighted to have you speak to our audience again in the future."

— NYU High School Academy

ON THOUGHT-PROVOKING CONVERSATION

"I really appreciated the talk you gave for UConn today. This was fantastic and gave us a lot to think about. I liked that you formatted this as a conversation and shared your opinion and allowed students to share their opinions as well."

— University of Connecticut (UConn)

ON AUDIENCE ENGAGEMENT & VALUE

"I really appreciated how you engaged the audience and loved the information you shared."

— University of Tennessee

READY-TO-USE STAGE INTRODUCTION

"Dr. Irina Cozma is an organizational psychologist and executive coach who helps professionals become possibility thinkers by expanding their options. With a Ph.D. in Organizational Psychology and leadership experience at Salesforce and Wells Fargo, she translates behavioral science and neuroscience into practical tools. Having lived and worked in four countries, she also brings a global perspective. She writes for Harvard Business Review and teaches at Purdue University."

TRUSTED BY LEADING COMPANIES

Duke University
EZRA
The University of Alabama
NYU SPS High School Academy
University of Connecticut
The University of Tennessee Knoxville
Design Thinking ZEAL
Wells Fargo

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