

IRINA COZMA, Ph.D.

Executive Coach | Speaker | Facilitator | Organizational Psychologist

Evidence-based executive coaching, keynotes, and interactive workshops that help leaders and teams thrive in their current roles and turn insight into action.

SCIENCE-BACKED & DIAGNOSTIC	ENGAGING & INTERACTIVE	DIRECT & PRACTICAL
Grounded in organizational psychology, neuroscience, Hogan Assessments, and 360° interviews.	Energizes 1:1 conversations, leadership cohorts, and keynotes even with quiet or virtual groups.	Cuts through complexity to strengthen current-role impact, expand options, and drive real action.

EXECUTIVE & CAREER COACHING

1:1 executive retainers, role effectiveness or transition, and psychometric assessments.

1. Executive & Leadership Coaching

Partners with C-suite executives, physician leaders, and senior managers to elevate impact right where they are decoding strengths and derailers via Hogan & 360° interviews, mastering assertiveness and delegation, and scaling leadership habits without burnout.

2. Professional Coaching

Helps accomplished professionals eliminate daily dissatisfaction by reshaping how they operate and influence in their current role, building promotion readiness, or make deliberate decisions about their professional future.

SPEAKING & FACILITATION TOPICS

45–60 min keynotes, 90-min interactive workshops, leadership intensives, and 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..

2. Build 21st-Century Workplaces

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

CORE EXPERTISE & ASSESSMENT TOOLKITS

Hogan Assessments (HPI, HDS, MVPI) • 360° Interview-Based Assessments • Executive & Career Coaching • Leadership Development & Training • Competency & Skills Models • Talent Reviews & Succession • Behavioral Interviewing

ABOUT DR. IRINA COZMA

Irina Cozma, Ph.D., helps professionals become possibility thinkers using the power of options, believing we always have the option to become better at who we are and what we do. Combining a Ph.D. in Organizational Psychology with a decade in talent management consulting and leadership roles at Salesforce and Wells Fargo, she bridges behavioral science and real-world business execution.

She has coached and trained hundreds of C-suite executives, physicians, leaders, and entrepreneurs across start-ups, global corporations, and universities. Having lived, studied, and worked across four countries, she brings a global perspective that resonates across cultures and first- and second-generation professionals.

CREDENTIALS & AFFILIATIONS

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.

COACHING & SPEAKING INQUIRIES: contact@irinacozma.com | www.irinacozma.com

IRINA COZMA, Ph.D. | Client Impact & Testimonials

"Bring the possibilities into the room."

Trusted By Mercy Health • Mayo Clinic • Citi • Goodyear • Salesforce • Wells Fargo • Duke University • Microsoft • SC Johnson • Mastercard • Johnson & Johnson • University of Tennessee • ASAE • Amazon • Deloitte • Novant • Health • Bank of America

WHAT EXECUTIVE & CAREER COACHING CLIENTS SAY

ON LEADERSHIP GROWTH & EMPATHETIC MENTORSHIP

"She was able to quickly diagnose the areas of improvement, devise a plan, and continuously reinforce with patience and empathy. I grew exponentially as a leader under her mentorship. If you are looking to grow your career or be a better leader, I highly recommend having Irina by your side."

— Kish Sudusinghe

ON EXPANDING OPTIONS BEYOND YOUR COMFORT ZONE

"She challenged me in a way that was exactly what I needed at the moment: beyond my comfort level, but always in a safe space. She helped me see my options differently, not by telling me what to do, but encouraging me to unconstrain my thinking, to take small steps today towards a larger goal."

— Heather Vassilev

ON SELF-REALIZATION, ASSERTIVENESS & DELEGATION

"I have come away from each session with new direction she helped me self-realize. She helped me save a relationship with a colleague, leading to better outcomes for our organization and our clients. In the year of working with her, I have grown in assertiveness and delegation, transforming my leadership."

— Michele Walsh

ON PERSONALIZED, ACTIONABLE TRANSFORMATION

"I've had the pleasure of working with Irina for several months, and her coaching support has been transformative for my career and personal growth. The coaching sessions were personalized, focused, and filled with actionable insights. Her coaching style is both supportive and challenging."

— Cristobal Aguilar

ON CANDID FEEDBACK & PRACTICAL RESOURCES

"Working with Irina for the last six months and I can confidently say that she is truly exceptional! Irina provides candid feedback and has a wealth of resources to share with you to help you find answers to any problem."

— Yuliia Deriuhina

ON IDENTIFYING ROADBLOCKS & ELEVATING CAREERS

"She possesses an unparalleled ability to identify roadblocks to long-term success. Her expertise, empathy, and dedication have empowered me to overcome obstacles, seize opportunities, and lay the groundwork to elevate my career to new heights."

— Carmen Prinston

WHAT EVENT ORGANIZERS & WORKSHOP PARTICIPANTS SAY

ON CAPTIVATING VIRTUAL & INTROVERTED GROUPS

"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... 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."

— 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

READY-TO-USE INTRODUCTION

"Dr. Irina Cozma Irina Cozma is an organizational psychologist and executive coach with 20+ years of experience across four countries helping hundreds of C-suite executives, leaders, and entrepreneurs become better at who they are and what they do. Her work focuses on expanding what people believe is possible in their professional lives and developing the mindset and skills of a possibility thinker. Irina has held leadership roles at Salesforce and Wells Fargo, she writes for Harvard Business Review, and teaches at Purdue University."

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