

Irina Cozma, Ph.D.

Coach | Trainer | Consultant | Speaker



Key Expertise

- Executive Coaching
- 360 Interview Based Assessment
- Hogan Assessments
- Individual and Team Assessments
- Career Coaching
- Leadership Training
- Leadership Development
- Talent Management
- Competencies & Skills Models
- Performance Management
- Talent Reviews and Succession
- Selection Assessments and Processes
- Behavioral Interviewing Training

Background

Irina is a coach, trainer, consultant, and speaker who helps professionals become possibility thinkers using the power of options. She believes you always have the option to become better at who you are and what you do.

Over the past two decades, Irina has trained and coached hundreds of C-suite executives, leaders, professionals, and entrepreneurs across industries from start-ups to corporate, private to public, and local to global. She also coaches the Physician Executive MBA at the University of Tennessee.

Irina's professional background includes coaching, training, and consulting for multinational companies, which equips her to address diverse leadership needs across levels and countries. Irina also had leadership roles in Fortune 500 companies in tech at Salesforce and in finance at Wells Fargo.

Irina is an ICF-certified coach, writes for the Harvard Business Review, and teaches at Purdue University. She coaches, speaks and consults on topics related to talent management, L&D, career management, and talent acquisition. Irina simplifies complex challenges and provides fresh insights on emotional balance, delegation, strategic influence, and team development.

Working with Irina means engaging in curiosity, intellect, reflection, action, and celebration—all grounded in neuroscience. Her extensive business experience and psychological expertise enable her to connect effectively with individuals at all levels, making her a respected partner for her clients. Irina has lived, studied, and worked in four countries.

Professional Experience

Coach, Trainer, Consultant, Speaker, Irina Cozma Consulting
Contributor, Harvard Business Review
Adjunct Faculty, Purdue Global University
Executive Director, Head of Career Development, Wells Fargo
Sr. Manager & Leadership Coach, Salesforce
Sr. Consultant & Manager, DDI

Education

Ph.D. Organizational Psychology (U.S.)
M.A. Strategic HR Management (Spain)
M.A. Organizational Psychology (Romania)

Certifications

Certified Coach (ICF)
Certified Trainer (DDI)
Hogan Advanced Certification (Hogan)
Certified Behavioral Interviewing (DDI)
Certified Competency and Skills Models (DDI)