

# 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 have better work adventures. Over the past two decades, she 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.

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, high-impact learning and development, career management, and talent acquisition. Irina simplifies complex challenges and provides fresh insights on emotional balance, delegation, strategic influence, team development, and leadership style.

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 and, is fluent in English and Romanian, and has a working knowledge of Spanish.

## 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)