

IRINA COZMA, Ph.D.

ICF- Executive Coach | Career Strategist | Organizational Psychologist

Coaching for accomplished professionals who want greater effectiveness, stronger leadership, and more possibilities in their work.

TRANSFORMATIVE	EMPATHIC & CANDID	GLOBALLY ATTUNED
Deep self-awareness, confidence, and growth.	Cuts through complexity to uncover blind spots, expand viable options, and build actionable plans.	Informed by living and working across four countries connecting seamlessly across cultures and industries.

COACHING ENGAGEMENTS & FOCUS AREAS

Available for 1:1 executive retainers, targeted engagements, leadership cohorts, and corporate-sponsored coaching.

1. Executive & Leadership Coaching

The Challenge: High-performing leaders often hit inflection points, like new enterprise scope, complex stakeholder dynamics, or rapid growth.

The Coaching Focus: Strengthen leadership effectiveness, decision-making, executive presence, stakeholder relationships, and strategic influence.

Client Outcomes:

- Understand leadership strengths, potential derailers, and values through Hogan Assessments and 360-degree interviews.
- Navigate high-stakes decisions and organizational change with clarity.
- Build sustainable habits that elevate team performance without burnout.

Ideal For: *C-suite executives, VPs, physician executives, startup founders, and high-potential leaders.*

2. Professional Coaching

The Challenge: Capable professionals can feel stuck, underutilized, or disconnected from their work, limiting their impact, energy, and sense of possibility.

The Coaching Focus: Improve how you think, work, communicate, and navigate your professional life, whether your next step is growing in your current role or pursuing a new direction.

Client Outcomes:

- Increase effectiveness, confidence, and impact in current role.
- Clarify strengths, values, and priorities to make better decisions.
- Communicate your value, advocate for yourself, and position for growth.

Ideal For: *Mid-to-senior professionals and emerging leaders who want to increase their impact, find greater satisfaction, or explore a transition.*

ABOUT DR. IRINA COZMA

Irina Cozma, Ph.D., is an executive coach and organizational psychologist who has coached hundreds of executives, physicians, and entrepreneurs. Combining a Ph.D. in Organizational Psychology, leadership experience at Salesforce and Wells Fargo, and a decade in talent management consulting, she brings scientific rigor and practical business insight to coaching.

Direct and candid, Irina challenges clients to think differently, expand their possibilities, and turn insight into action. She also brings a global perspective to her work.

ASSESSMENT & COACHING TOOLKITS

Hogan Assessments (HPI, HDS, MVPI) • 360° Interview-Based Assessments • Individual & Team Diagnostics • Succession & Career Pathing

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

Languages: English, Romanian.

COACHING INQUIRIES & DISCOVERY CALLS: contact@irinacozma.com | www.irinacozma.com

IRINA COZMA, Ph.D. | Executive & Career Coaching

Expanding Options. Accelerating Growth.

WHAT 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. I highly recommend having Irina by your side."

— Kish Sudusinghe

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

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, but encouraging me to unconstrain my thinking, to take small steps towards a larger goal."

— Heather Vassilev

ON REFRAMING MINDSETS & UNLOCKING POTENTIAL

"She enlightened me to so many things I could alter, and it made a massive impact. She reframed my thought process and showed me that I have the skills to succeed within me. You changed my life!"

— Alaina DiGiacomo

ON PINPOINTING WHERE FOCUS IS TRULY NEEDED

"Irina accelerated remarkable change in my life. I started trying to fix one area, and she guided me to see where my focus was actually needed. Truly life-changing."

— Sarah Stever

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, pushing you out of your comfort zone."

— Cristobal Aguilar

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 last year of working with her, I have grown in assertiveness and delegation, transforming my leadership."

— Michele Walsh

ENGAGEMENT FORMATS

- **6-Month Executive Coaching:** Hogan & 360-degree assessments, stakeholder alignment meetings, biweekly coaching sessions, and an individualized plan.
- **3- or 6-Month Focused Career Coaching:** Targeted coaching for leaders stepping into a new role, preparing for promotion, or navigating a strategic career pivot.
- **Standalone Assessments & Debrief:** Hogan and/or 360 interview based feedback assessments paired with a 90-minute strategic interpretation debrief.

TRUSTED BY LEADING COMPANIES



SCHEDULE A COMPLIMENTARY COACHING CONSULTATION: | contact@irinacozma.com | www.irinacozma.com