

Irina Cozma, Ph.D.

Coach | Consultant | Facilitator |
Speaker | Organizational Psychologist



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, consultant, and speaker who helps professionals become possibility thinkers using the power of options. She believes we always have the option to become better at who we are and what we do.

With a decade of experience in talent management consulting and leadership roles at Salesforce and Wells Fargo, Irina brings a unique combination of business expertise and organizational psychology. She has coached and trained hundreds of C-suite executives, leaders, professionals, and entrepreneurs across industries, from start-ups to global corporations and from private to public organizations. She also coaches the Physician Executive MBA program at the University of Tennessee.

Today, Irina speaks, coaches, and consults on leadership, talent management, learning and development, career strategy, and talent acquisition. Known for simplifying complex challenges, she brings fresh perspectives grounded in psychological research, neuroscience, and real-world business experience.

Irina's style is direct, practical, and focused on expanding possibilities, challenging people to think differently and take meaningful action. Having lived, studied, and worked in four countries, she brings a global perspective and connects especially well with diverse audiences, including first- and second-generation professionals in the U.S.

Irina is an ICF-certified coach, a contributor to Harvard Business Review, and teaches at Purdue University. She speaks Romanian and works with clients across cultures and industries.

Professional Experience

Coach, Consultant, Speaker, Irina Cozma Consulting
Contributor, Harvard Business Review
Adjunct Faculty, Purdue Global University
Startup Mentor, Founder Institute
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)