

Irina Cozma

Coaching Profile



Irina Cozma, PhD
Hogan Coaching Network

Background

In the last two decades, Irina Cozma has coached hundreds of C-suite executives, leaders, professionals, and entrepreneurs from start-ups to corporate, private to public, and local to global. An organizational psychologist who has lived in four countries, Irina understands the demands of diverse leadership across levels, industries, and cultures.

Irina also speaks and consults on topics related to talent management, high-impact learning and development, career management, and talent acquisition. She simplifies complex leadership challenges and offers a fresh perspective in areas such as emotional balance, delegation, influence, decision-making, performance, building trusted relationships, and networking.

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.

Professional Experience

Founder, Irina Cozma Consulting

Contributor, Harvard Business Review

Adjunct Faculty, Purdue Global University

Executive Director, Wells Fargo

Sr. Manager and Leadership Coach, Salesforce

Manager and Sr. Consultant, DDI

Education and Certifications

Doctor of Philosophy - Organizational Psychology, University of Tennessee

Master of Arts - Strategic HR Management, University of Salamanca

Master of Arts - Organizational Psychology, University of Bucharest

ICF-certified coach

Client Experience

Adecco, Baker Hughes, CBRE, Citi, Continental, Fifth Third Bank, Halliburton, The Hartford, Microsoft, Novant Health, Salesforce, University of Tennessee, Wells Fargo

Executive Coaching

Leadership Development

Individual and Team Assessments

Career Coaching

Competencies and Skills Models

Program Facilitation

Performance Management

Selection Processes