

## Susan Toback

### Coaching Profile



**Susan Toback, PhD**  
Hogan Coaching Network

#### Background

A licensed psychologist since 2000 and a Hogan practitioner for more than 20 years, Susan Toback partners with senior executives navigating complexity, transition, and the inner work that real leadership growth requires. She is a contributing author to Hogan's Coaching the Dark Side and was instrumental in developing curriculum for the Hogan Advanced Certification Workshop. This body of work reflects her deep fluency in the data-driven language of personality at work.

What also sets Susan apart is the depth of her clinical training. Grounded in clinical psychology, human development, personality theory, linguistics, and systems thinking, she helps leaders move beyond insight to durable behavioral change, reading what is happening beneath the surface and naming it in a way that moves people forward.

Before consulting full-time, Susan served as a psychologist and clinical supervisor in hospital and university settings, taught human development and personality theory at Duquesne University, and built two successful private practices. That foundation established her ability to translate self-awareness into the measurable shifts that her executive clients and their stakeholders demand.

#### Professional Experience

*Principal, Alunir Consulting, LLC*

*Vice President, Global Talent, Standard Industries*

*Psychologist and Clinical Supervisor, Mercy Hospital of Pittsburgh*

*Staff Psychologist, Carnegie Mellon University*

#### Education

Doctor of Philosophy - Clinical Psychology, Duquesne University

Master of Arts - Psychology, Seattle University

Bachelor of Arts - Rhetoric and Communications, University of Virginia

#### Client Experience

The Boeing Company, Bristol-Myers Squibb, Citigroup, Cisco, The Coca-Cola Company, Dell, Eli Lilly, Johnson & Johnson, McDonald's, Microsoft, New York Life, Novo Nordisk, REI, Standard Industries, US Federal Agencies

- Executive Coaching
- Hogan Interpretation
- Hogan Workshop Facilitation
- Leadership Development
- Individual Assessment & Development Planning
- 360 Feedback
- Executive Transition