

MARLA MOSSER, MBA, MA CLINICAL PSYCHOLOGY

Founder and Principal Consultant

Overview and Strengths

As an Executive Coach, Marla has been instrumental in strengthening the readiness, performance, and impact of 500+ senior-level leaders. She helps them keep pace with the shifting demands of their roles and dynamic business landscapes, as well as transition to the next level of leadership—including navigating cross-cultural roles in increasingly global organizations. Her hallmark is facilitating growth and development in emerging, experienced, and senior leaders, helping them drive organizational change, execute strategic initiatives, and make personal and leadership changes that forge excellence.

Marla was Vice President and head of global leadership and talent development for a Denmark-based global company with 13,000 employees in 50 countries. Prior to that, she has founded two executive coaching and consulting firms in Maine and Pennsylvania, which she successfully operated for over 20 years. In total, Marla has served 150 organizations from Fortune Global 500, to small and medium-sized businesses, and Ivy League universities.

Marla is qualified to administer a wide range of executive development and 360-degree assessments. She has presented leadership, career, and professional development topics for Chambers of Commerce, Society of Human Resource Management chapters, and Executive Women's conferences. During her career, she has served on several non-profit boards focused on improving the lives of children facing myriad challenges.



PROFESSIONAL EXPERIENCE:

Over 35 years of experience in:

- Executive/Leadership Coaching
- High Potential Talent Development
- Interpersonal Behavioral Change/Emotional Intelligence
- Leadership Team Coaching
- Organization Development Consulting

INDUSTRIES:

- Consumer Products
- Engineering
- Finance
- Healthcare & Pharma
- Higher Education
- Life Sciences
- Manufacturing
- Real Estate
- Retail

EDUCATIONAL BACKGROUND:

Northwestern University, Kellogg School of Management

- MBA, Concentrations in Organizational Behavior and Finance

West Chester University, PA

- M.A., Clinical Psychology
- B.S., Education

CERTIFICATION, ASSESSMENTS &

LICENSURE:

- Certified Executive Coach
- Hogan Assessments / Hogan 360
- LEA / LEA 360
- Individual Directions Inventory / Personal Directions
- Global Competence Aptitude Assessment
- Benchmarks
- Myers Briggs Type Indicator (MBTI)
- Decision Dynamics Career View
- Prosci Change Management
- Positive Power & Influence
- Leadership Pipeline Institute: Leading Others; Leading Leaders
- Situational Leadership
- Mentor and Master Mentor Programs

Coaching Philosophy

Known for being “easy on the person but tough on the topic,” Marla’s high-impact coaching style balances empathy with practical strategies to spark self-awareness and real change. She focuses on real-time challenges, helping leaders be more intentional, adaptable, and effective as they grow into new roles. She helps them see their strengths, gaps, and how their leadership influences people and business outcomes. And because Marla has worked inside a global organization, she understands the pressures leaders face, from delivering results to influencing stakeholders and building strong teams. She also specializes in cross-cultural leadership, which is a game-changer for leaders stepping into multinational roles or working across diverse business cultures.

Expertise

- Leadership Assessment and Development
- Leadership Transitions/Leading at the Right Level
- High Potential Talent Development
- Executive Onboarding/New Leader Assimilation/Transitions
- Emotional Intelligence
- Cross-Cultural Dynamics
- Executive Presence
- Communication skills
- Change Management
- Delegation

Coaching Highlights

Marla has worked with 150+ organizations across more than a dozen industries, including life sciences and pharma, financial services, manufacturing, engineering, mining, construction and building products, power, and higher education, to name a few. Her coaching has supported success at all leadership levels, from high potential/emerging leaders to those at the vice president, founder/owner, and C-suite levels.

Coaching Examples

Coached a young German expatriate Director of Operations in the Industrial Manufacturing sector who had recently relocated to the U.S. to lead operations for the North American business unit, his first people leadership role. Although highly intelligent, personable, and quick to learn, his early leadership was marked by emotional outbursts and a communication style that alienated

colleagues. Marla partnered with him to build emotional intelligence, strengthen self-awareness, and cultivate self-management strategies that supported his development into a more composed and effective leader. Over time, he successfully shifted his behavior, repaired strained relationships, and established the trust and credibility needed to thrive in a cross-cultural, high-responsibility role.

Coached a global apparel Acting President brought in as a CEO succession candidate following the 40-year tenure of the founder. Marla supported the leader in establishing her executive brand, building trust with internal teams worldwide, and gaining credibility with partners and clients. During her assimilation, they focused on communicating change, aligning culture, and fostering followership. The leader successfully transitioned to CEO, earning the board's confidence and delivering year-over-year business growth.

Coached an automotive manufacturing VP to enhance communication clarity and executive-level influence across both domestic leadership and a Japanese parent company. Marla began with a six-month coaching engagement, including a Profilor 360 assessment, followed by a four-month integration period. A Progress Check assessment revealed measurable improvement and reinforced the VP's development. As a result of her growth, the leader was invited to play a key role in structuring an organizational redesign—positioning her for an expanded leadership role and greater strategic influence.

Coached a lifestyle retail VP identified as a succession candidate for a retiring Senior Vice President. Coaching focused on managing self-doubt in new situations, strengthening talent development capabilities, increasing executive presence, and navigating unfamiliar responsibilities. Marla used the Hogan Leadership Series and conducted 360 interviews to help the leader understand his impact and opportunities for growth. Throughout the engagement, he made significant strides in leadership effectiveness and was ultimately promoted to Senior Vice President, taking over a major business segment.