



Executive Coach

Gena Cox

Tampa, Florida

Gena Cox, Ph.D., is a leadership strategist and executive leader coach who helps high-performing leaders optimize their impact and influence and build respect-focused, inclusive organizations.

Gena was formally trained as a Results-Focused Coach. Her I/O psychology training and experience include deep work in employee engagement and organizational culture. She is steeped in the science of human workplace dynamics and keeps up with business and societal trends relevant to her executive coaching clients' work.

Before this, at IBM and Perceptyx, Gena advised leaders in the Fortune 500 and other large global companies to build psychologically healthy and engaging organizational cultures that drive business outcomes. And she has held internal corporate leadership roles in organizational consulting and performance, talent assessment, talent selection, and talent acquisition.

Gena is a member of the American Psychological Association's (APA) Committee for the Advancement of General Applied Psychology (CAGAP) and the Society for Industrial and Organizational Psychology (SIOP) Professional Practice Series Editorial Board. She is the author of *Leading Inclusion*, an award-winning guidebook for corporate leaders, and she is regularly quoted in media.

Education & Certifications

- Ph. D in Industrial and Organizational Psychology from the University of South Florida
- Coach Training at the University of Texas

What clients say about Gena

"Gena's coaching transformed my leadership. After just 9 months, my 360-degree feedback from my global team improved dramatically. More importantly, Gena helped me confront the reality of holding myself back. I continue to work with Gena regularly, and I've enthusiastically referred her to my colleagues as an exceptional leadership coach." – VP, Financial Services

"As a Dane leading an American team, I struggled to navigate the cultural differences. Gena's coaching was invaluable - she helped me understand these differences and develop new management approaches. With Gena's guidance, I was able to lead my team in achieving our business goals. Even after returning to Denmark, I maintain a coaching relationship with Gena to get an outside perspective that complements my local leadership network." – AVP Business Development, Technology

Highlights

Born in England, raised in the Caribbean, and living in the US for decades, Gena is adept at working with clients in global organizations who lead cross-geo teams

Wrote *Leading Inclusion*, an award-winning guidebook for building inclusive organizations from the top down

Mottos are "Respect is the foundation of leadership that delivers business results. And, "Inclusion is just employee experience."

Member of the American Psychological Association (APA), the Society of Industrial and Organizational Psychology (SIOP), the International Coach Federation (ICF), and the Society for Human Resources Management (SHRM)

Listed on [Thinkers50 Coaches50](#) list of global coaches