



RICHARD MARCUS, PH.D.

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Areas of Expertise:

Executive Coaching:

- For high performing C-suite executives looking to broaden their leadership skill sets
- As part of a succession planning process
- As part of an executive onboarding process
- For technical experts who have taken on a significant management role
- For executives at risk of career derailment
- For career management and reappraisal
- For emerging high performing teams

Executive assessment for selection and development.

Professional Experience:

- Founder, CEO Interpsych Associates
- SVP, National Practice Leader, Executive Coaching, Manchester Inc.
- Business Psychologist/Executive Coach, Independent Practice
- Executive Coach, The Wharton School, The University of Pennsylvania

Education

- B.A. Psychology, Case Western Reserve University
- M.A. Psychology, Temple University
- Ph.D. Counseling Psychology, The University of Pennsylvania

Licenses and Certifications:

- Licensed Psychologist, Pennsylvania
- Hogan Assessment Systems
- CPP's Assessment Suite
- Management Research Group's Suite of Leadership Assessments
- Center for Creative Leadership's Benchmark 360°
- Trumark Suite of 360° Assessments

Background

After completing his doctorate, Richard started his career as a licensed psychologist working in clinical settings. After a period, he founded, owned and then sold a large PA/NJ based behavioral health care company. Richard's career then evolved from working in the clinical space to **working in executive development arenas**. For the past 30 years he has been working exclusively as a **business psychologist/executive coach**. He spent several years with a large executive development consulting firm where, for a period, he served as its National Practice Leader for Executive Coaching. Since 2002 he has maintained an independent practice where he has worked with hundreds of director level to C-suite executives from both for-profit and non-profit sectors.

Richard views executive coaching as a **highly individualized, proactive leadership development process** specifically designed for those executives looking to build on their current stable of leadership competencies. Richard's goal is always to help his clients take a hard look at themselves as managers/leaders and then **establish clear, measurable goals and action steps** that will help them to maximize the value they contribute to any organization with which they are affiliated.

In addition to his work as an executive coach, Richard's areas of professional expertise include competency based executive selection processes, designing and implementing talent management and succession planning programs and team facilitation. He has extensive experience as a psychometrician using cognitive, vocational, work-style and 360 assessment instruments.

Additional Career Highlights

Significant experience coaching in the following areas:

- With **executives from closely held family businesses**
- With **health-care professionals** including physicians now in management roles
- **Academics now in senior university leadership roles**
- **Professional athletes transitioning into senior business leadership roles**

For the last 12 years Richard has worked at **The University of Pennsylvania's Wharton School** where he coaches full time and executive MBA students and participants in Wharton's various advanced certificate programs.

Richard founded a peer supervision group for senior level executive coaches which ran for 14 years.

Richard hosts and facilitates a quarterly roundtable for CEO's and COO's for Beacon, a Philadelphia based networking organization for senior executives.

For the past 15 years, Richard has served on the Board of The Pathway School, an approved private school in Montgomery County Pennsylvania for children with special needs. He currently serves as Chairman of the Board of the Pathway Corporation, the holding company for The Pathway School.

