
Suzanne L. Maxwell, PhD

Professional Certified Coach



As an executive coach and consultant, Suzanne partners with clients to identify and solve their most pressing business issues and achieve desired business results. She also supports professionals as they clarify career and life goals and create action plans to achieve what's important to them. She is best known for her collaborative and inspiring leadership style and strong client relationship skills which have earned her a reputation for service excellence.

With over 20 years of domestic and international business consulting and project management experience, Suzanne's clients benefit from her straightforward approach that is based on real life, pragmatic knowledge. Suzanne's coaching and consulting combines her deep understanding of the human and social behavior with knowledge gained through practical business experience with individuals, teams and organizations.

In addition to her demonstrated expertise in Executive and Professional Coaching, she also assists clients with Organizational Change, Strategy Development, Executive Team Facilitation, Project and Implementation Management, and Leadership Development.

Suzanne's passion is to ensure the success of executives who are facing a variety of changes and to enable them to repeat that success over and over again. She provides new managers with the advantage of understanding and increasing their impact as executives. She works with executives to enhance their success through goal clarification and targeted action planning. She assists management teams to build a stronger foundation through an understanding of team dynamics and how each individual impacts the success of the team as a whole.

Suzanne has lived and worked in the USA, Canada and Europe and has extensive business experience in a wide range of leadership positions and multinational roles. She has worked with C-level executives, Senior Partners, Senior Managers, and Managers in the following industry sectors: oil and gas, technology, finance, manufacturing, construction, transportation, professional services, and higher education.

Perspective...

Perspective on Leadership

I believe anyone can be a leader...BUT they have to work at it! Most of us climb the succession ladder in our organizations based on technical performance – delivering tactical results on time and within budget. Then one day we are rewarded for this performance and find ourselves in charge of the destiny of a team of people with little or no preparation to lead them. Now is the time to reach within ourselves and discover our unique gifts that will enable us to lead, inspire, and motivate our team. Many books have been written detailing a variety of characteristics of stellar leaders and, in reality, no one person has them all. As a coach, I am passionate about challenging my clients to identify the qualities they already possess that make (or will) make them fantastic leaders and to dig deep to recognize gaps in their leadership toolkit. The goal of our partnership is to create an action plan that magnifies their unique leadership qualities and allows them to overcome leadership short-comings that may be keeping them from being the best they can be.

Coaching Focus Areas

- Enhancing Individual or Team Leadership Capabilities
- Assessing Behavior and Motivation Styles
- Developing Talent Management Strategy
- Enhancing Team Performance
- Improving Communication Effectiveness
- Executive Team Facilitation
- Onboarding New Hires/New Executives
- Creating Transition Plans

Education, Certifications and Professional Affiliations

- PhD, Sociology with emphasis in Social Psychology, Texas A&M University
- BA, MA, Sociology, University of Memphis
- Certified as a Professional Certified Coach (PCC) by, and current member of, the International Coach Federation
- Graduate Certificate in Executive and Professional Coaching, Naveen Jindal School of Management, University of Texas (Dallas)
- Advanced Graduate Certificate in Alternative Dispute Resolution, Southern Methodist University
- Certified Professional Behavioral Analyst, Certified Professional Values Analyst, Certified TriMetrix Selection Specialist through TTI Success Insights
- Certified Core Clarity Facilitator
- Winslow Certified Business Consultant
- Certified, Korn Ferry Lominger Leadership Architect, Voices
- Certified Coach, Conflict Dynamics Profile from Center for Conflict Dynamics, Eckerd College
- Certified Leadership NLP Practitioner
- Certified Facilitator, Equine Facilitated Learning and Coaching
- Executive Coach for the Executive MBA Program, University of Texas (Dallas)
- Executive Coach for University of Texas Southwestern, Healthcare MS in Management and Administrative Sciences (former)
- Faculty, University of Texas at Dallas, Organizational Behavior and Coaching Program

Suzanne can be reached at max@fusionccg.com