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## bio • mark horney, PhD

Dr. Mark Horney uses an integrative approach to coaching that blends his background in business, psychology, and career development to help leaders enhance their core strengths and achieve maximum performance. Over the past fifteen years, he has coached both senior and emerging leaders at levels ranging from vice president to the C-suite. His keen awareness of the ways that individual psychology and team dynamics impact performance, coupled with a deep curiosity and understanding of organizational culture, enables him to focus clients on developing the leadership competencies necessary to achieve goals that produce business results.

In addition to leveraging his previous experience in the investment banking, media, and healthcare sectors with such firms as Morgan Stanley and A&E Television Networks, Mark serves as executive director of career management for the Executive MBA Programs at Columbia Business School, where he leads a team of coaches that provide career and executive coaching and learning programs to more than 700 global executives working in a broad range of industries. This team helped take Columbia's EMBA program from being unranked in 2005 to a number two worldwide ranking in Bloomberg Businessweek's 2011 biennial survey of top executive programs.

Mark's credentials include an MBA and a certificate in executive coaching from Columbia University. He holds a Ph.D. in psychology and is an honors graduate of Yale University, where he was a member of the three-time Ivy League Champion men's varsity lacrosse team. He currently serves as executive director of the alumni association for Columbia's Coaching Certification Program. Mark is certified in the Neethling Brain Instrument (NBI™) and is a qualified administrator of the Myers-Briggs® (MBTI®) and in Hogan Assessments (HPI, HDS, MVPI). He is the author of *Organization Men* (Lambert Academic Press), a study of male MBA students entering high intensity jobs.

When he is not coaching executives, Mark spends his time playing soccer and lacrosse with his three daughters, who teach him every day about how to be flexible, empathic, and have as much fun as possible.

