



Cogan Partners Group supports organizations, senior leaders, and teams in repairing trust, resolving conflict, and restoring clarity and momentum after breakdown. Guided by the maxim — impacting behavior one conversation at time — our clients move forward with integrity while impacting results.

Mary Cogan | Consultant, Educator & Coach

Mary is known for helping organizations and senior leaders repair trust, recalibrate teams, and deliver results under pressure. Across 20+ years in healthcare, local government, technology, and nonprofit settings, she has built leadership capability at scale. She designed a three-day New Leader Orientation and directed survey and engagement efforts supporting 350 leaders, 6,000 employees, and 7 hospitals. She blends rigorous diagnosis, skilled facilitation, and tools that translate into healthier culture, stronger execution, and measurable momentum for clients.

As a lifelong learner and mentor/instructor, she generously gives time to early career colleagues navigating transitions in organization development, executive coaching, and learning/development. Both Mary and her mentees learn and grow through the process.

PORTFOLIO | recent projects

- **New leader orientation:** Curated a 3-Day new leader orientation. Designed creative, interactive sessions leveraging executive leaders and SMEs to impact learning retention.
- **Strategic planning/company branding:** Co-designed and facilitated a four-board strategic meeting using psychological safety as the primer. Fractured board relations turned into their making critical and timely decisions swiftly and with ease.
- **Paired leadership coaching:** Facilitated three pairs of executive leaders' crucial, difficult conversations toward their alignment and collaboration, also addressing and shifting old behaviors.
- **Large team - leader retention:** Designed and facilitated four focus groups, emboldening 23 clinical managers to reveal and present key concerns. Managers secured their executive leadership support.
- **System-wide employee engagement:** Directed a healthcare system's yearlong employee engagement initiatives - supporting 20 executives, 350 leaders and 170 teams across 7 clinically diverse hospitals.

INDUSTRIES

- *Healthcare
- *Municipal government
- *Non-Profit
- *Technology

PAST CLIENTS

- *Adventist Healthcare of Maryland - 7 systems
- *City of Seattle
- *City of Lake Oswego, OR
- *Central City Concern
- *Home Forward
- *Care Partners
- *Janus Youth Programs
- *Transition Projects
- *Metropolitan Family Service

CREDENTIALS

- M.S., Organization Development - American University
- B.S., Business & Marketing - University of Maryland Global Campus

CERTIFICATIONS

- *Sherpa Executive Coaching & DiSC Certified
- *Emotional Intelligence EQ-i 2.0 and EQ 360 Certified
- *Crucial Conversations
- *The 5 Behaviors of a Cohesive Team: Improving team performance through Pat Lencioni's framework