



maria wade
THINKING PARTNERSHIP

Maria Wade, MCC, LL.M., MBA

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Leadership Excellence Through Transformation

Maria Wade is a Master Certified Coach (MCC) who has spent her career helping leaders thrive in the most demanding and complex environments. With nearly two decades of experience as a senior leader herself and over nine years dedicated to transformative executive coaching, Maria understands the real challenges and opportunities senior leaders face every day in Fortune 500 companies and international organizations.

Maria created the Leadership Integrity Framework™ to help leaders connect their personal values with their professional impact in meaningful ways. Drawing on neuroscience, adult development theory, and strategic insight, her coaching focuses on executive presence, expanding mental complexity, and fostering transformational growth. Maria's approach empowers leaders to show up with authenticity, resilience, and a clear sense of purpose in everything they do. She is particularly passionate about the ripple effect of her work—how thriving leaders inspire stronger teams, better collaboration, and more humane corporate cultures.

Maria's clients value her ability to balance direct feedback with a supportive, secure environment for experimentation and growth. They frequently commend her for helping them uncover and address deeply ingrained patterns, expand their thinking, and unlock potential in themselves and their organizations.

Coaching Philosophy

Maria believes that leadership is not just about achieving results but about creating a positive and lasting impact. Her coaching goes beyond surface-level strategies, focusing on helping leaders discover their authentic selves and lead with purpose. Her approach is grounded in trust, collaboration, and a commitment to making the corporate world a more human and connected place.

Career Highlights

Maria's leadership experience is as diverse as it is impactful:

- **Legal and Financial Leadership:** Spearheaded the launch of a nationwide customs operations service as Chief Legal Officer and managed a \$1 billion gas company as Chief Financial Officer.
- **Private Equity and Investments:** Led a private investment firm, overseeing financial operations, mergers, and strategic advisory services.

Niche Areas of Expertise

- Executive Presence
- Senior Executive Development
- Leadership Effectiveness
- Dealing with Complexity and Uncertainty
- Strategic Thinking
- Transformational Growth
- Change Management
- Emotional Intelligence
- Stakeholders Management
- Systemic Thinking

Industry Coaching Experience

- **Technology** - IBM, Crux Informatics, Dropbox, Pinterest, Acronis, HCLTech
- **Media** - WarnerMedia, HBO, Disney, A+E Networks
- **Financial services/Insurance** - CITI, DBS Bank, Goldman Sachs, HASI, NFP, Visa
- **Healthcare/Pharma/BioTech** - GE Health, Roche, Merck, Nemours, Montefiore Health System, Gattefossé, Deciphera
- **Retail/E-commerce** - L'Oréal, Dick's Sporting Goods, Autodoc, Macy's
- **Government agency:** MTC
- **Gas & Oil:** ConocoPhillips
- **Construction/Manufacturing:** Methuen Construction, Burns&McDonnell, John Deere

Industries Worked In

- Electric Power & Natural Gas
- Private Equity & Principal Investors
- Financial Services & Consulting
- Law Firms and In-house Legal Services

Education

- **Peoples' Friendship University of Russia,** Master of Jurisprudence, JD, Law
- **RANEPA,** MBA, Innovation and Project Management; Diploma, Financial Management

Coaching and Other Certificates

- **International Coaching Federation** - MCC
- **Columbia University Coaching Certification Program**
- **MIT** - Neuroscience for Business
- **Prosci** - Change Management Practitioner
- **Leadership Circle Profile**
- **HOGAN**
- **NBI™** Assessment