



CHARLINE S. RUSSO, EdD

Dr. Charline S. Russo is Senior Lecturer in the Organizational Dynamics Program at the University of Pennsylvania. Her research and teaching focuses on executive coaching and organizational consulting. She also serves as an advisor to students in their capstone research. Charline was honored with Penn's 2018 Award for Distinguished Teaching in Professional Graduate Programs. She also serves as a Vice President and a Member of the Board for the Graduate School Alliance for Education in Coaching (GSAEC), strengthening, and promoting graduate-level coach education and research globally. Previously, she held several executive positions in leading pharmaceutical and biotechnology companies, including Allergan, Amgen, and Schering Plough Research Institute. In her executive roles, she built worldwide learning and development organizations, establishing global learning centers of excellence for the research and development organizations.

Charline is the founder of The CampoMarzio Group, a boutique consulting firm that helps organizations and executives create, drive, and sustain major transformational programs through tailored consulting and coaching services. She believes in fostering trusted, collaborative relationships with her clients to produce high quality, sustainable results. She helps leaders build their leadership competencies and create strategic processes for individual and organizational growth and development.

Her coaching engagements include executives who are transitioning to higher level leadership positions; directors, senior managers and emerging leaders who benefit from a push to the next level in terms of awareness, goal setting and help in envisioning the future; managers who need to learn how to work with and lead teams; C-suite executives, and division and department directors who want to improve their leadership effectiveness and have a goal of becoming a better manager and leadership team member. Charline's clients include major organizations in healthcare, pharmaceutical/biotech, chemical, financial services, not for profit, technology, higher education, and government. In addition to her practice, Charline is a knowledge management expert in performance management, team and organizational effectiveness, leadership development, PMI (Post Merger Integration), and large-scale organizational and individual change management.

Charline received her BA in History and Psychology and MBA from Rutgers University, and was awarded an MA and EdD in Organizational Leadership by Columbia University. Additionally, she earned a certificate in Leadership Education from the John F. Kennedy School, Harvard University. A LIFO (Life Orientations) Master Practitioner, she holds a LIFO Master Certification and is a DiSC practitioner.

Her publications include:

Navigating Through the Danger Zone: An Executive Transition Coaching Case. In Review, Sage Publications, Coaching and Mentoring Series (co-author Robert Croner, 2022)

Sunset to Sunrise: The Interactions of Life, Careers, and Opportunities. Sage Business Publications, Coaching and Mentoring Series (co-author with Robert Croner, 2021)

Staring Down the Sunday Scaries. The New Next (contributor, 2021)

Complex Situations in Coaching: A Critical Case-Based Approach. Routledge Publications (Contributor, 2017)

Your Oxygen Mask Goes on First. The Self-Esteem Guide for Women (contributor, 2015).

Cohort Programming and Learning for Adults: Improving Educational Experiences for Adult Learners, Krieger. (co-author with Iris Saltiel, 2001)