



**Dr. Charline S. Russo** is Senior Lecturer, Organizational Dynamics, University of Pennsylvania. Her research and teaching include executive coaching/organizational consulting. In 2018, she was honored with the Penn Award for Distinguished Teaching Professional Graduate Programs. She is Vice President and Board Member, Graduate School Alliance for Education in Coaching. Previously, she held executive positions in pharmaceutical and biotech including Allergen, Amgen, and Schering Plough Research Institute. In her executive roles, she built global learning and development centers of excellence for research and development organizations. Charline brings her executive experience to teaching, enriching student learning with practical application of theory in organizational settings and to her research and publications.

Founder, The CampoMarzio Group, a boutique consulting firm, Charline helps organizations and executives design, drive, and sustain major transformational initiatives through tailored consulting and coaching services. Fostering trusted, collaborative relationships with clients, Charline focuses on helping leaders produce high quality, sustainable results, building leadership competencies and creating strategic processes for individual and organizational growth and development. Her clients include healthcare, pharmaceutical/biotech, chemical, financial services, nonprofit, technology, higher education, and government. Charline is a knowledge management expert in performance management, team and organizational effectiveness, leadership development, PMI (Post Merger Integration), 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.