

Deb Busser, MA, MCC

President & Executive Coach



“Deb’s ability to deliver a message or provoke me to confront an issue at precisely the right moment was invaluable. I have altered the way I think about myself, allowing me to deliver at a much higher level.”

—Managing Director,
investment advisory firm

“After working with Deb, I’ve owned a different level of leadership”

—CFO, healthcare industry

Quick facts about Deb

- Executive Coach and Team Facilitator at Harvard Business School
- Held leadership roles in Corporate HR and Product Marketing at Fidelity Investments
- Has coached clients from more than 45 countries
- Published or quoted in CBS MoneyWatch, Business Insider, Talent Management, SHRM, and AMA Shift

As coach for more nearly two decades, Deb partners with C-suite and senior level leaders who are committed to their own evolution as they adapt to change — within new roles, new markets, and new businesses. A trusted and visionary thought partner, she has significant cross-cultural experience coaching executives from throughout the world and is adept in working with fast-growing, innovative organizations.

Client outcomes include broader and more strategic thinking, increased effectiveness and contribution, greater credibility and influence, stronger internal and external relationships, and enhanced executive presence. All of Deb’s clients raise their level of personal awareness as they create alignment between their values and actions.

Her client list includes Fortune 500 companies, pre-IPO start-ups, professional service firms, and non-profit organizations. She also provides individual leadership coaching and group facilitation for several Harvard Business School Executive Education Programs.

Deb founded Energy Spring Leadership in 2003 and was a Partner at a boutique executive career management firm. She previously held leadership roles in Corporate HR and Product Marketing at a global financial services firm where she defined an online HR product and service offering, partnered with the senior leadership team and finance organization on business planning, and managed a multi-million dollar budget and cross-functional team of 40 employees.

Deb has been published or quoted in multiple publications on issues related to leadership, talent management, and workplace trends, and has facilitated programs and workshops in the US, UK, Ireland, Cyprus, and Israel.

She has coaching and coach trainer certifications from the Coach Training Alliance and the Evolutionary Institute, and has earned the Master Certified Coach (MCC) credential from the International Coach Federation, a distinction held by less than 5% of credentialed coaches worldwide. Her 360-degree certifications include VOICES and The Leadership Versatility Index 360, and she frequently uses the MBTI Step II, The Hogan, and the Enneagram with her clients.

Deb holds a BS in Business Administration and a MA in Community Social Psychology from the University of Massachusetts Lowell where she taught Dynamics of Interpersonal Relations as an adjunct professor. She is currently a student at the Harvard Kennedy School of Government in the public leadership credential program.

Deb is a member of the UMass Lowell College of Education Board of Advisors, has been on the board of her local community center, and has served on the Corporate Board Committee of the Boston Club, whose mission is to increase the representation of women on boards of directors.

She teaches a creative dance class for adults called Shake Your Soul® and enjoys international travel and summer vacations with her family on Martha’s Vineyard.

Deb was the Democratic candidate for State Representative, 1st Middlesex MA in 2020.

Select Client Companies Include:

- Biogen
- Boston Children’s Hospital
- Brown Brothers Harriman
- The Federal Reserve
- Foundation Medicine, Inc.
- Genzyme
- Harvard Pilgrim Health Care
- Harvard University
- Hebrew Senior Life
- Intellia Therapeutics
- Iron Mountain
- Massachusetts Institute of Technology (MIT) / Sloan
- PAREXEL
- Santander
- Smith & Nephew
- State Street Global Advisors
- Teradyne
- TripAdvisor
- UMass Medical System
- Yale School of Management