



### EDUCATION

Ph.D., Clinical Psychology,  
University of Massachusetts  
at Boston

M.A., Clinical Psychology,  
University of Massachusetts  
at Boston

Sc.B., Psychology,  
Brown University

### CAREER HIGHLIGHTS

Vantage Leadership  
Consulting, Partner

YSC, Managing Consultant,  
Global Private Equity Practice

Science 37, Vice  
President of People

### PROFESSIONAL AFFILIATIONS & CERTIFICATIONS

Licensed Clinical Psychologist  
(New York & California)

Hogan Suite Certification

Korn Ferry Four Dimensional  
Assessment

Korn Ferry Interview Architect

Korn Ferry Leadership Architect

Korn Ferry Voices 360

MRG's Leadership  
Effectiveness Analysis

Myers Briggs Type Indicator  
(MBTI) Certification

312-236-9351

[VantageLeadership.com](http://VantageLeadership.com)

## Susan Ko, Ph.D.

### PARTNER

Susan, a Partner at Vantage, is a seasoned expert in leadership strategy, guiding clients across diverse industries to unlock excellence at the individual, team, and organizational levels. Collaborating with the C-Suite, senior leaders, Boards, and investors, Susan excels in assessing and optimizing talent by aligning purpose, values, and culture with an organization's mission, vision, and strategy, ensuring a profound impact on leadership effectiveness.

Her in-house experience at a venture-backed, high-growth biotech company, combined with insights from cross-industry private equity work, shapes her distinctive coaching methodology. She focuses on the character and reputation of leaders, recognizing them as key differentiators in building teams that drive positive transformations and impact business ROI. Susan's goal is to help leaders bridge the gap between reputation and intent, fostering increased awareness to adjust behaviors and habits. This includes enhancing executive presence, strategic communication of vision, empathetic yet decisive leadership, confident delegation, and strengthening collaboration. Alignment of coaching goals with business objectives, coupled with regular pulse checks, ensures progress monitoring and measurement in collaboration with leaders' managers and principal stakeholders.

Susan's diverse client portfolio spans Fortune 100 companies, family-owned organizations, and sectors like healthcare, technology, manufacturing, education, financial services, retail, and food/beverage. Leveraging her clinical background, Susan provides an intimate coaching experience that strategically and empathically maximizes leadership effectiveness. Beyond coaching, she specializes in executive assessment and development, 360 feedback, top team development, succession planning, and Board advisory.

Susan contributes to the field through thought leadership on topics such as character, reputation, and the emotional intelligence of leaders. Outside the office, she volunteers as Board President for 826LA, a writing and literacy-focused non-profit organization.