

Deb Busser

Founder & Master Certified 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 a coach for over two decades, Deb partners with C-suite and senior-level leaders committed to their own evolution as they adapt to change—in new or expanded roles, or to better serve their stakeholders. A trusted and visionary thought partner, she has significant experience coaching international executives and is adept at 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. Deb’s clients raise their level of personal awareness as they align their actions to their values.

She has been awarded the Master Certified Coach (MCC) credential from the International Coaching Federation, a distinction held by less than 4% of credentialed coaches worldwide. She holds coaching and coach trainer certifications from the Coach Training Alliance and the Evolutionary Institute and has earned ICF Advanced Certification in Team Coaching. In 2022, she was awarded the Public Leadership Credential from the Harvard Kennedy School.

As a leadership coach and group facilitator in Executive Education at Harvard Business School for over ten years, Deb has supported leaders from more than 45 different countries across multiple industries. Her client list includes Fortune 500 companies, pre-IPO start-ups, professional service firms, and non-profit organizations.

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.

Prior to founding Energy Spring Leadership in 2003, Deb’s corporate career included leadership roles in HR and Product Marketing over her 10 years at Fidelity Investments. At Manpower International, she had P&L, business development, and staff management responsibility for multiple profit centers. In addition, she was a Partner at a boutique career management firm, Essex Partners, where she consulted with executive-level clients.

She holds a BS in Business Administration and an MA in Community Social Psychology from the University of Massachusetts Lowell, where she has taught Dynamics of Interpersonal Relations as an adjunct professor.

Deb enjoys international travel, summer vacations with her family on Martha’s Vineyard, outdoor concerts, and teaching a creative dance class for adults, called Shake Your Soul®, at her local community center, where she has served as a member of the board.

Partial Client List:

Amwell	Intellia Therapeutics	Servier Bio Innovations
Biogen	Iron Mountain	State Street Global Advisors
Brown Brothers Harriman	Lysosomal Therapeutics	Swift Current Energy
Care New England	MIT Sloan School of Management	Teradyne
Foundation Medicine, Inc.	PAREXEL International	Veson Nautical
Harvard Business School	Point32Health (Harvard Pilgrim)	Yale School of Management