

Justin Phalichanh

Executive & Leadership Coach



Justin Phalichanh is an executive and leadership coach with over 15 years of experience in learning, talent development, and organizational transformation. His career spans higher education and global corporations across industries including retail, tech, advertising, and media—holding roles at Brandeis University, Safeway, Apple, and most recently serving as SVP of Global Talent Development at Kinesso (IPG). He has partnered with C-suite leaders and executive teams to shape strategy, elevate leadership capability, and drive meaningful culture change. Justin is also the Co-founder and Head of Talent Enablement at *Bring Brilliance*, an enablement company that supports growth in people and talent, go-to-market strategy, AI, and skills development.

He completed his coach training through ICF-accredited CoachU, deepening his commitment to values-based, client-centered work. Justin coaches leaders and managers at pivotal points in their careers—guiding them to build self-awareness, strengthen leadership presence, and navigate complex organizational dynamics with greater confidence and purpose. His extensive background in talent and leadership development allows him to surface practical insights that accelerate growth and performance.

Known for his calm presence and strategic insight, Justin helps clients overcome imposter syndrome, lead with intention, and create lasting impact. His coaching is grounded in the belief that everyone carries untapped brilliance—and with the right support, can access it to spark meaningful, sustainable change. Clients value his empathy, discernment, and ability to create trusted partnerships that foster reflection, clarity, and transformation.

Approaches + Specialties

Justin partners with leaders and managers to explore, define, and achieve meaningful growth as they navigate change, complexity, and opportunity. He supports clients to:

- **Strengthen people leadership capabilities** by building skills in coaching, feedback, collaboration, and talent development
- **Reframe limiting narratives and expand perspective** to unlock clarity, personal agency, and momentum for growth
- **Navigate corporate structures and career advancement** with greater awareness, intention, and influence

Education + Certifications

- ACC, International Coaching Federation
- M.A., Global Studies, Brandeis University
- B.S., General Science, Middle Tennessee State University
- Core Essentials Program, CoachU
- The Birkman Method
- The Intercultural Development Continuum
- Deeper Signals



Bringing Brilliance Forward

I believe every person carries untapped brilliance. Coaching with me is a trusted partnership designed to surface that potential and translate it into meaningful growth. Here's what to expect—and what clients often experience—when we work together.

Who I Work with

I work with leaders and managers navigating moments of transition, growth, or increasing complexity in their roles and organizations. Many of my clients are stepping into broader responsibility, seeking to strengthen their leadership presence, or striving to lead more inclusively and intentionally. I also support professionals looking to align their career paths with their values and to better understand and navigate corporate systems. Whether they're facing self-doubt, communication challenges, or team dynamics, my clients are driven to grow with purpose and committed to doing the inner work that leadership requires.

What to Expect

My coaching approach is collaborative, strategic, and grounded in trust. Each engagement is tailored to your goals, challenges, and working style. Sessions are a blend of thoughtful reflection, practical insight, and forward-focused action. You can expect a space that is psychologically safe, free of judgment, and centered on your growth. Depending on your needs, I may offer frameworks, developmental tools, or simply powerful questions that create clarity and shift perspective. Our work together is designed to help you lead with intention, make aligned decisions, and move forward with confidence.

Client Testimonials

"I didn't know what to expect when I started coaching, but working with Justin turned out to be a transformative experience. Our sessions helped me gain clarity, define concrete goals, and build a plan to move forward—not just professionally, but personally as well. I've grown in confidence, learned to recognize my value, and now approach challenges with a stronger sense of self-worth."

- Global Talent Marketing Manager, IPG Mediabrands

"Working with Justin was truly transformational. His engaging style, genuine encouragement, and ability to reframe challenges into strengths helped me grow into a more confident, strategic leader. From our very first session, he created a space that was both supportive and thoughtfully challenging—helping me navigate ambiguity and change with greater self-trust."

"Thanks to Justin, I'm building stronger relationships with my team, approaching strategic conversations with greater confidence, and leading with more intention. His session structure—grounded in reflection, accountability, and momentum—helped me trade paralysis for progress."

- Senior Delivery Manager, Acxiom

Let's Connect

To explore whether coaching is the right fit for you, I offer a complimentary discovery call. Reach out any time to start the conversation.

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