

John Marshall

MS, PCC, NBC-HWC



Design for how humans work. Develop who they can become. Scale what becomes possible.

John Marshall is the founder of **Humessence**, a human-centered leadership and culture development company grounded in a central idea: organizations realize more of their potential when people understand themselves and systems are designed around how humans actually work.

Through executive coaching, immersive leadership training, and culture enablement consulting, John helps organizations turn individual awareness into collective capability by developing stronger communicators, more conscious leaders, and systems that support how people actually function. His work bridges the science of why we think, feel, and behave as we do with the practical work of becoming who we want—and need—to be.

Before founding Humessence, John spent nearly a decade in global business development and sales within the energy industry. He is also the host of **The Present Professional Podcast** and trains and mentors the next generation of professional coaches.

SIGNATURE SPEAKING TOPICS

Built for the Pressure: Resilience & Confidence

Confidence helps us step into challenge. Resilience helps us remain effective when reality stops cooperating. This practical framework develops four trainable capacities for adapting, recovering, and performing under pressure.

Merging Logic and Soul: The Human Difference in an AI World

As AI expands speed and scale, the human advantage shifts toward judgment, self-awareness, empathy, communication, and meaning. Explore how leaders can pair technological intelligence with the capacities that make work distinctly human.

Engineering Culture: The ALIGNS™ System for Operationalizing Values

Culture becomes operational when values are translated into visible behaviors, leadership expectations, decision tools, and systems. ALIGNS™ offers a practical method for designing a culture people can understand, practice, measure, and sustain.



"He has a rare ability to guide without providing easy answers, asking the right questions and creating space for reflection."

- Quinton W., Clinical Ops Manager

EDUCATION & CREDENTIALS

Dual B.S. - Engineering & Finance, PSU
M.S. - Psychology (Positive Psych), ASU
Professional Certified Coach (PCC), ICF
National Board Certified (NBC-HWC)
iEQ9 Accredited Practitioner, IES
RYT500 Experienced Yoga Teacher

THOUGHT LEADERSHIP



The Present Professional
A podcast exploring the human side of leadership, culture, work, and institutional capacity.