



## **Martha T. Higgins, B.A.**

### **Overview of Coaching**

Martha is an established human resources executive, consultant, and coach with over 30 years' experience working in the corporate world. She has served in a variety of roles across multiple industries, including as chief human resources officer of a publicly traded financial services firm. Martha has deep technical expertise in human resources with an executive compensation background. Martha's passion lies in coaching and consulting in the areas of strategy, leadership, talent development and culture. Martha has personally built teams and advised numerous executives, professionals, and organizations throughout her career on a wide range of topics, all with the aim of helping organizations and leaders perform better and achieve meaningful outcomes.

### **Background and Experience**

Martha started her own executive coaching and consulting business in 2019. Prior to founding MTH Advisors, Martha was executive vice president and chief human resources officer at Boston Private, where she was responsible for enterprise-wide human capital initiatives. Martha reported to the chief executive officer, was a member of the company's executive leadership team and served on several management committees. She chaired the company's 401(k) committee for ten years. Martha also supported the company's Board of Directors' Compensation Committee.

Martha started her career in the financial services industry at The Boston Company/Boston Safe Deposit & Trust Company as a banking officer. From there, she went on to hold a variety of additional roles. These include group controller, manager of compensation, and executive assistant to the president, chief administrative officer, and chief executive officer. She has been a compensation consultant at Fidelity Investments and a senior consultant and relationship manager at W.T. Haigh & Company, a boutique consulting firm where she was responsible for business generation and significant client relationships with public, private, and not-for-profit organizations across multiple industries.

### **Qualifications**

Certified Integral Coach, New Ventures West  
Certified Equity Professional, Santa Clara Leavey School of Business  
Certified Compensation Professional, World at Work  
Hogan Assessment and MBTI Certification

### **Representative Businesses**

Financial Services  
Consulting  
Consumer Products  
Retail  
Healthcare  
Education  
Not-For-Profit

### **Preferred Focus Areas**

Strategy and Infrastructure  
Culture and Values  
Leadership and Talent Development  
Management and Executive Leadership  
Change Management Diversity & Inclusion

### **Education & Training**

B.A., Middlebury College