



Dr. Amber Conley

Executive Coach & Facilitator

Dr. Amber Conley partners with C-suite executives, senior leaders, and their teams to uncover the unconscious patterns that hold leadership and performance back, replacing them with clarity, self-awareness, and sustainable behavior change. With more than two decades of experience spanning organizational psychology, consulting, and applied technology, she brings a rare combination of psychological depth and business rigor to her coaching and facilitation work. At the intersection of leadership psychology, group dynamics, and organizational systems, she helps leaders strengthen emotional intelligence, navigate ambiguity, and build cultures where people and performance both thrive.

Prior to joining ClearRock, Amber served as Knowledge Director for Boston Consulting Group's global People & Organization Practice, where she advised case teams and Fortune 500 clients on talent strategy, leadership development, and culture change, and shaped firm-wide intellectual property and frameworks on organizational and leadership transformation. As Chief People Officer for an MIT-affiliated deep tech startup, she built the people function from the ground up, designing and launching a coaching-based performance management system that embedded ongoing feedback and development directly into how the organization evaluated and grew talent. She spent twelve years at IBM in progressively senior organizational change management roles, and has also led large-scale organizational change initiatives at Charles River Laboratories, supporting global technology transformations across more than twenty countries.

Amber holds a Doctor of Psychology (PsyD) in Organizational and Leadership Psychology and a Master of Arts in Organizational Psychology from William James College, an MBA from Boston University's Questrom School of Business, and an MS in Computer Science from the University of Massachusetts. She is an active member of the International Coaching Federation (ICF) with her ACC credential anticipated July 2026, holds a Certificate in Personal Development Coaching from CaPP Institute, and is a Certified Personal and Executive Coach (CPEC). She is also an Everything DiSC Certified Partner and a Level 1 Licensed Practitioner through the Kantor Institute. She currently serves as Assistant Professor of Business at Endicott College, teaching Leadership and Organizational Behavior.

Outside of her professional work, Amber is a devoted mother and a lifelong learner, with a deep love of the outdoors – whether on a ski slope in the winter or hiking the rest of the year. She brings that same curiosity and growth mindset to her coaching, always exploring new frameworks, research, and ideas to bring to her clients.