



## MICHAEL LANGER

EXECUTIVE COACH / FACILITATOR

Michael Langer's passion is in creating deep, sustainable change with senior leaders on individual, team, and organizational levels. He uses evidence-based neuroscience applied to interpersonal conflict, communication, and large-scale culture change.

For over 20 years, he has coached hundreds of senior executives in Fortune Global 500 firms, VC-backed startup founders/CEOs, and their leadership teams to adopt a growth-mindset and create a feedback-rich learning culture. Clients span the US, Asia, the Middle East, and Europe across a wide range of sectors—from banking and high-tech to aerospace and entertainment.

Michael's greatest thrill is helping clients connect with their own worldview and those of others—their beliefs, feelings, and values. He helps them understand their triggers and truths, empowering them to make decisions with gut-level conviction. He facilitates clients and teams in moving from 'proving conversations' to 'learning conversations.' Clients consistently report a marked increase in clarity, satisfaction, and buy-in, in both their professional and personal lives.

His time-tested approach focuses on mindfulness, self-enquiry, and empathy to unpack clients' self-limiting mindsets and behaviors, building out more life-affirming habits. Through his warm, direct style, he partners with clients to unlock core, driving needs and make them explicit, discussible, and actionable.

Areas of specialization include:

- Coaching and Developing Others
- Conflict & Communication
- Cross-cultural Strategy and Communications

- The Neuroscience of Emotional Intelligence
- Leadership Team Alignment
- Negotiations
- Role Transitions

For over two decades, Michael has been helping US, European, and Asian organizations surface belief, behavior, and value differences, encouraging clients to adopt a "third way" to work across cultural divides. Clients report an increased ability to 'code switch' conflict and communication styles, leading to strengthened relationships and better business outcomes. For eight years, he lived and worked in Mainland China and was named a "Consultant of National Excellence" at the Great Hall of the People by the Chinese Government.

Michael holds the following certifications, which inform his practice: Certified Executive Coach—NeuroLeadership Institute; Certified Feedback Specialist, Center for Creative Leadership; Cultural Orientations Indicator; DiSC; FIRO-B; Hogan; Myers-Briggs Type Indicator; Tilt 365; TKI. He holds a BA in English Literature from Columbia University and an MA in Adult Learning from Hunter College.

When not coaching or facilitating, you can find Michael rambling along the road less traveled, making mixed-media art, doing improv, reading fiction, and hiking with his Yellow Lab, Jasper.

## CLIENT TESTIMONIALS

“Thank you, Michael, for your extraordinary coaching and consulting work. You have provided us with invaluable, ongoing support in helping us realign people and processes to harness cultural differences. Through your services, we have gained new and enlightening perspectives on how to better achieve our strategic objectives.”

— Raymond Yoon, Chief Strategy Officer and Senior Vice President, Samsung Electronics America

“Working with Michael was the single best thing I’ve done from a self-development perspective, both professionally and personally. After our first few meetings, it became very clear that the “executive presence” coaching I had signed up for was actually going to become something much more profound and far-reaching. Michael’s approach, which is built around mindfulness, helped me to recognize and appreciate the fundamental causes of fear, anger, and other counterproductive emotions and mindsets; this awareness has empowered me to much better manage these emotions, greatly reducing their impact on my life. As a result, the very way in which I experience life has changed – I’m happier, more confident, and, most importantly, more grounded in who I am. I would recommend Michael to anyone and everyone.

— Eric Hu, Corporate Development, Facebook

“The one constant is change and the ability to adapt quickly and successfully to new situations, new colleagues, new roles, and new leaders is what makes great leaders. My organization enlisted Michael to help guide my leadership approach and further my own development. Michael creates a comfortable environment for open communication, is an active listener, and trust comes easily to allow immediate deep dives into situations, discussion and reflection, and positive constructive perspective. He is able to synthesize information and situations quickly and provides support and feedback while you navigate complex business and personnel situations together.

His pragmatic tools for managing conflict / resolution, difficult conversations, and negotiations deliver immediate results and I’ve been honing the skills I am learning and refining in my daily interactions with peers, superiors, and direct reports. Michael’s universal empathy is enviable and makes him a natural fit for today’s leadership development challenges.

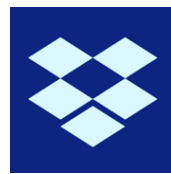
My experience with Michael has been invaluable to my growth as a leader and I will use the techniques I am learning as I continue my own development.”

— Nicholas Mandala, Sr. Director, Combination Products & Device Engineering, Pfizer

## CLIENT LIST



**Deloitte.**



**ExxonMobil**

