



## Experience/Background

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Michael Papanek is an experienced business leader and executive coach, who works with leaders facing new challenges, due to either an expanded role, new business targets, new strategies or other key change initiatives, mostly in large organizations and fast growing high-tech companies.

As coach, advisor, facilitator and tool-giver, Michael helps leaders think more strategically, accelerate their own growth, improve their influence with peers, team members and senior leadership, so they can realize sustained improvements in performance.

Michael partners with organizations to create high-performing work environments where leaders can be at their most effective most of the time. Michael helps leaders increase their self-awareness through "action learning" so the leader can choose how best to leverage their strengths to promote employee engagement and collaboration to turn vision into reality.

Michael has extensive coaching experience working with leaders who are in healthcare, software engineering and product development.

Prior to becoming an Organizational Change Consultant and Leadership Coach in 1992, Michael held various technical and leadership roles at EDS, the global IT services company, focused on the health care sector. Michael has also led sales teams, large-scale IT transformations, product development, sold and managed engagements for Fortune 100 organizations, facilitated strategic planning and led global leadership development programs.

Michael is proud to be the grandson of Kurt Lewin, renowned social scientist and a founding father of organizational development. Michael is an avid sailor who enjoys racing and cruising in the SF Bay Area and around the world.

## Clients

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Apple, GE Capital, Facebook, Cisco, Agilent, eBay, Electronic Arts, Genentech, Google, Kaiser Health System, Clorox, Mayo Clinic, Microsoft, NetApp, Wells Fargo, Sutter Health System, SC Johnson, VMWare, Yahoo!, Southern California Edison, and the National Academy of Sciences (Institute of Health).

## Representative Assignments

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The GM of IT Operations of a health care organization had recently taken over an IT department with a poor record of internal customer satisfaction or c-suite support. By coaching him, my client was able to reinvent the organization, create a new brand for the leader and the team, improve his performance management skills, goal setting, change management and development of an inspirational vision and values for his leadership team.

A Senior Director of Innovation at a consumer products company needed to implement new cross functional innovation approaches and to lead others more senior to her and in other functions and business units as well as her own team. By helping her develop new tools, strategies, providing assessment feedback to improve her presence and presentations, as well as stakeholder and change management, my client was able to implement new innovation teams to support company growth goals.

A COO of a high tech manufacturing company was leading a total organizational redesign to reduce costs and improve customer service for product fulfillment. By coaching him to assess readiness, accelerate adoption, manage conflict and resistance, my client was able to improve his business relationships, strategic thinking and meeting/facilitation skills.

## Education/Trainings/Certifications

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- BS, Economics - The University of the Pacific
- Graduate Work (Management and Information Technology) - Wayne State University and the University of Michigan Ross School of Business
- Member - Bay Area and National Organizational Development Network (NODN), Bay Area Executive Development Network (BAEDN)
- Certified Coach: Realise2™ – A strength-based leadership assessment system; The Nine Doors™ – A personality assessment / accelerated growth system