



Michael Papanek

*Transforming Leadership,
Teams, and Organizations
for Lasting Impact*

MICHAEL PAPANEK
COACHING & CONSULTING

Visionary Business Leader & Executive Coach: Since 1992, Michael has been a driving force in leadership development, executive coaching, and organizational change consulting. With a relentless passion for excellence, he empowers leaders and teams to build **resilient, high-performing, growth organizations** that thrive amid change and innovation.

Expertise in Driving Enterprise Success: Michael is a master of talent development, leveraging it as the ultimate catalyst for **sustainable enterprise performance**. His unparalleled depth and breadth of experience enables him to operate seamlessly at both strategic and operational levels—**from the C-Suite to the front lines**.

Before transitioning into coaching and consulting, Michael honed his analytical and leadership skills as a **systems engineer, project leader, and account executive** for General Motors' IT division. He also led an Agile software product team. This technical foundation equips him with a **unique blend of strategic insight and operational expertise**.

Trusted Partner to Global Industry Leaders: Michael has been a **key partner** to some of the world's most successful organizations, including:

Apple | BHP | Clorox | P&G | GE Capital | Gilead | Google | Verizon Media | Yahoo! | Cisco | Agilent | JLL/T | John Muir Health | eBay | HP | Levi Strauss | Wells Fargo | Kaiser Health System | PNC Bank | Realtor.com | SGI | Sutter Health | StubHub | Optum | Vanguard | VMware | National Academy of Sciences

Proven Impact with Measurable Results: Since 2020 alone, Michael has coached over **175 leaders and teams**, generating more than **\$175 million in documented ROI** for his clients. His methodologies drive **measurable transformation**, ensuring that every engagement delivers tangible, long-lasting results.

Dynamic Facilitator, Consultant & Coach: Michael's coaching approach blends **hard-earned wisdom, practical tools, and a relentless focus on results**. With a unique combination of **humor, respect, and courage**, he inspires leaders to confront challenges head-on and unlock their full potential.

Author & Thought Leader: Michael is the author of *From Breakdown to Breakthrough: Building Resilient Business Relationships in the Heat of Change* (2017), a powerful exploration of leadership resilience based on in-depth interviews with top Silicon Valley executives.

A Legacy of Innovation & Growth: As the grandson of **Kurt Lewin**, a founding father of **Organizational Development**, Michael carries forward a legacy of groundbreaking work in human behavior and change management. Beyond his professional pursuits, Michael is an avid **sailor, theatrical lighting designer, and musician**, bringing creativity and passion into every aspect of his life.

SPECIALITIES

- Q360 Assessment, Leadership & Org. Resilience, Change Management, Strategic Thinking, Communication and Influence, Stakeholder Management, Conflict Resolution, Decision-Making, Executive Assessment, Strengths-based Leadership Development, Teambuilding, Executive Alignment, Agility, Innovation.

INDUSTRIES

- High-Tech
- Healthcare, Bio-Tech, Pharma
- Consumer Products
- IT Services
- Web and Media
- Real Estate Development
- Finance

EDUCATION, CERTIFICATIONS, MEMBERSHIPS

- BS, Economics, University of the Pacific; Graduate study in business and technology at University of Michigan Ross School of Business and Wayne State University
- Member of The Bay Area Executive Development Network, Bay Area ATD, National OD Network and founding member of the Bay Area OD Network
- Instructor for top selling Udemy online course: "Resilient Leadership and Agile Teams"
- Certified Coach: Realise2™, Certified Facilitator, CCL Benchmark Suite of Leadership Assessments™, Certified Coach, Business Acumen Gauge, QUAD Assessment Pty Ltd, ACC Certified Coach, International Coaching Federation (ICF)
- More on the web at www.michaelpapanek.com
- Video testimonials from actual clients here: <https://vimeo.com/michaelpapanekconsulting>