



Michael Langer

Coach / Facilitator

Michael creates sustainable change.

Supported by evidence-based neuroscience and a warm, direct style, Michael partners with clients to make driving needs explicit, discussible, and actionable.

Clients appreciate Michael's ability to:

- Build feedback-rich cultures that strengthen trust and performance
- Help leaders understand their own worldview and genuinely connect with others
- Empower clients to make clear, confident, conviction-driven decisions
- Increase alignment, clarity, satisfaction, and organizational buy-in
- Use mindfulness, empathy, and precision inquiry to surface and shift self-limiting mindsets and behaviors

Areas of expertise:

- Coaching senior leaders through high-stakes transitions and leadership growth
- Advancing conflict resolution and communication fluency across teams and partnerships
- Guiding cross-cultural strategy and communication for globally operating leaders
- Applying neuroscience of emotional intelligence to strengthen presence and decision making
- Facilitating alignment and cohesion of teams through scientifically-backed assessments and debriefs

More about Michael

Michael holds the following certifications, which inform his practice: Professional Certified Coach (PCC), International Coaching Federation (ICF); Certified Executive Coach, NeuroLeadership Institute; Certified Feedback Specialist, Center for Creative Leadership; Cultural Orientations Indicator; Harrison Assessments, Debriefing and Coaching Accreditation; Bates Executive Presence Indicator (Bates EXPI), Certified Coach; Myers-Briggs Type Indicator; Hogan. He holds a BA in English Literature from Columbia University and an MA in Adult Learning from Hunter College. When not coaching or facilitating, Michael can be found rambling along the road less traveled, making mixed-media art, writing and reading fiction, and hiking with his Yellow Lab, Jasper.

Client Testimonials and Client List

Working with Michael was one of the best things I've done for my personal and professional development. I rely daily on the tools and techniques that Michael taught me and would be lost without them.

– Rob Cromwell, CVP Engineering, Microsoft AI

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 & Senior Vice President, Samsung Electronics America

Michael is a wonderful coach - his depth of knowledge is expansive and always has the perfect resource to share or point me to in the right moments. He is a master communicator and as a perfect blend of frank and empathic himself, he is exceptional at teaching tactical ways to convey candor with care. Though he is keenly attuned to the emotional art of leadership, he is also rigorously quantitative and scientific in his approach, bringing validated scales, tools, and methods into our sessions for tangible, measurable change.

– April Koh, CEO and Co-Founder, Spring Health

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, Meta

I've worked with Michael Langer at both Heap and Affinity. His ability to work with executive teams--especially in high-growth environments--enabled us to build a higher performing Executive Team. The impact was significant: better collaboration, more open communication, and a stronger, more aligned team. This was more than a 'team-building exercise'; rather it transformed how our execs support and challenge one another.

– Ken Fine, CEO, Affinity



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