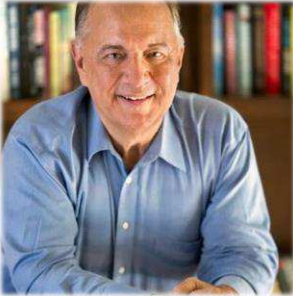


**MICHAEL LANGHOUT** BIOGRAPHY**MICHAEL LANGHOUT**

Michael is a business growth advisor, strategist, and executive coach to CEO's and executive teams serving clients globally and locally.

Driven by a relentless passion for building remarkable companies and creating transformational change, he has coached clients across a wide range of industries, including consumer and medical electronics, manufacturing, health care services, medical technology, financial services, logistics, digital media, and not-for-profit enterprises.

He coaches CEO's who have a strong desire for growth and share a passion for learning best practices and proven methods, but who also appreciate the lessons he learned as an entrepreneur and working in two Fortune 100 companies. Clients praise his passion for cultural transformation, and his ability to dive into areas of conflict with a clear path of resolution.

Michael is married with two daughters and four grandsons. He enjoys sailing, golf, and reading.

**Executive Summary**

Michael's professional experience includes 30 years initiating and operating mid-market enterprises within the Medical Technology, Healthcare Services, and Paper and Packaging industrial sectors. He has successfully built five companies, leading the creation and deployment of Strategic Plans. He has recruited, assembled and managed top tier interdisciplinary management teams, providing long-term value for employees, customers and stakeholders. He currently coaches mid-market CEO's and leadership teams who want to transform and rapidly grow their companies.

**Industry Specialties**

- Medical Technology
- Healthcare Services
- Paper and Packaging

**Coaching Specialties**

- Scaling and Growth Coaching for CEO and Team
- Executive Leadership Coaching
- Transformational cultural change
- Strategic/tactical planning and accountability to results

**Specific Expertise**

- Business strategy, core customer, purpose (why)
- Improving team dynamics, cultural focus
- Executive coaching for behavioral change
- Conflict resolution with team, individuals, boards
- Topgrading™ method for hiring/retaining 'A' players

**Current**

- Managing Director, Langhout International
- Certified Executive Coach, SIMA™
- Non-Executive Chair, Pioneer Human Services

**Past**

- Executive Director, Mercury Medical Technology
- Co-Founder, CEO, Silere Medical Technology
- President, Audient
- Sr. Vice President, General Manager, Corrugated Synergies International
- Sr. Vice President, General Manager, Allpak Container

**Education**

- Master's in Business Administration, University of Washington, Foster School of Business
- Bachelor of Arts, University of Puget Sound
- Certifications: Four Decisions® Coach, Topgrading™, T.A.D.™, SIMA™