



Stephen
Bruyant-Langer

Career
Book



Hi, I'm Stephen Bruyant-Langer

I'm a **top executive coach** with 15 years of experience as a top global marketer, 20 years as a top headhunter, and 25 years as a top executive coach. Together with my wife, **I have created the new standard in executive coaching**. Building a system for personal and professional success has been my life work.



I started my career as an ambitious marketer on the direct highway to the top, from L'Oréal to The Coca-Cola Company, until one day two men in black suits flew in to tell me: "We are sorry to inform you that you are no longer with the company. It's not personal!"

With no job and a family to feed, I had to embrace transformation and reinvention. Using the skills, I had learned as a marketer, I decided to take myself as a product and build a business plan to get back on track for success.

This came to be known as **the first Personal Business Plan (March 1996)**. Systematically applying my marketing skills, I analyzed my capabilities, values, and dreams in life – and made a plan for myself. Getting clear on what I was good at – and what type of life I wanted to lead – I started building a life concurrent with my values.

This marked the start of my coming executive coaching business. Growing alongside – as I became a successful headhunter, author, associate professor, and leadership expert, **The Personal Business Plan** grew into the high-level executive coaching business it is today, with 15 PBP Partners on 5 continents, helping leaders to re-invent themselves and build their dream life. To date the digital version of our coaching program already has users in 90+ countries contributing at large to the democratization of top executive coaching.





My trajectory

Top Marketeer

Starting my career with companies like L'Oréal and The Coca-Cola Company, **I grew fast as a strong marketeer**. Focusing on strategies, execution and mastering the ins and outs of the corporate world. Building a strong foundation in marketing tools and practices, **I strengthened my strong work ethic and methods** I would later use to systemize success.

Top Coach

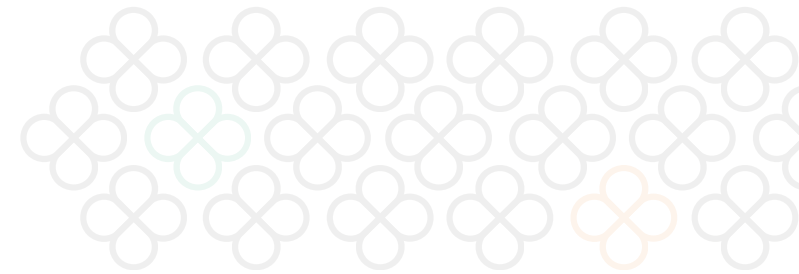
Those closest to me say that being made redundant from The Coca-Cola Company was the best thing to happen to me. Taking time off, reconnecting with my family and pushing myself to make a full marketing plan for myself, made me see various ways to grow. It also motivated me to rebuild my success, this time, through balance. During the next years, growing as a headhunter and leading my career all the way to becoming Managing Partner at Korn Ferry, I built an extensive network of top CEOs and numerous top-level clients, producing strong results and honing my practice.

I was transformed by a totally new professional services environment. Working closely with excellent business psychologists, I based my work on an entirely new humanistic principle: "Here, we only sell to friends". I had to move from numbers to interpersonal dynamics, an intimate, emotional approach. From Odgers Berndtson to Korn Ferry, I learned the power of systems, networks and providing only the best quality results.


Top Headhunter

Working with young minds at Copenhagen Business School for more than 25 years, honing my expertise, educated me in all new trends, keeping me well-read and agile in mind. Through hundreds of master theses and reports, I stay on top of leading trends and business models. I got thousands of hours of practice in public speaking, honing and improving my presence whenever called to stage with icons such as John Travolta, Desmond Tutu, and Barack Obama.

Academic & Speaker



My trajectory



**“Trust the power of the network
and always work with the best.”**



Main competencies

Fact-based

With 20 years of experience as a professional headhunter in top companies, I learned to truly understand people. This gave me an advantage as a coach as I could empathise with my clients' situations and know how to best help them to reach their goals.

Intelligence

Growing up influenced by French culture, I got my elitist view, striving for excellence in whatever I do. From top schools in Europe to teaching at Copenhagen Business School and the University of Cambridge, I've gone deep in everything from psychology to best business strategies. This has made my approach highly effective and results-oriented as it is always fact-based.



Main competencies

Stamina

One of the devotions in my life is to always be in a top performance mindset. My secret success formula turns around the number 8: Sleeping 8 hours a day, exercising 8 hours a week and not drinking alcohol since 2008. I have made it non-negotiable to always be in a really good condition resulting in higher energy levels than most.

Resourcefulness

Being trained in Korn Ferry with the motto of "Trust the power of the network and always work with the best." After 30 years of building connections, I pride myself on being able to overcome any challenge with help from my friends and always being able to help my clients with theirs.

Futurist

Being a passionate Futurist and seeing the best possible future is one of the skills that enables me to dream big and push over any obstacles. When working with clients, I always strive to make them see the biggest opportunities for themselves and build a solid plan to achieve that future.



Life Ambition



Worklife Balance



Learning Agility



Growth Strategy



Career Development

What can I help you transform?



How do I differentiate?

- Thorough understanding of the corporate world and strategies.
- Structured approach proven to get the results.
- Approach based on the “ideal learning process”.
- Over 25 years of experience in coaching CEOs.
- Top-level education with deep knowledge of the markets.
- Most coaches have questions. I also give answers.
- Finish the program with a 100 page physical book about you.



**“Document your dreams in writing
and they will materialize.”**

My 5 main pillars:



Understanding - What inspires me

When the team and the company are motivated and ambitious on becoming the best, leading the A-team and helping them to succeed is what keeps me going from day to day.

Excellence - What differentiates me

I change paradigms. With rational analysis, being open to input and constantly scanning for inspiration from my own and other industries, I contribute to creating innovation.

Energized - How I make people feel

I don't enjoy getting tangled in details or controlling what people do. However, my biggest strength is in finding the right people, empowering them to be their best selves and creating the best results.

Positive & Ambitious - Ideal team and clients

Smart and driven people who have a sense of robustness and good humor. I love taking the A-team to the next level, I don't mind failure, but without the right attitude or trying the best, nothing happens.

Clarity & Growth - My impact

With my leadership, I inspire forwards movement. To inspire people to take risks, to embrace change and grow to the next level. The impact I bring into a company is scope and scale.

My hobbies:



Adventure

I love adventure. Trekking Kilimanjaro and Annapurna, diving in Galapagos and Ushuaia or letting go at a Roskilde music festival. Together with my family, we have built the best memories. This seeking of adventure is key to constant life-joy.

Running

I love running. Each and every day I go for a morning run. It gives me an injection of nature and prepares me for the challenges of the day. I need to always be a role model for my coaching clients. When having completed 100 official races, I will celebrate by putting on The Party of 100 Races.

Boxing

I love boxing. It is an extraordinary cardiovascular exercise combining strength, agility and intelligence. At the boxing club, inclusiveness is the word of the day. We are all equal, and we are all fighters.

Teaching

I love teaching. Being together with young and fresh minds stimulates me. It allows me to see new patterns and discard obsolete models. And it allows me to see everything from a digital perspective.

Family

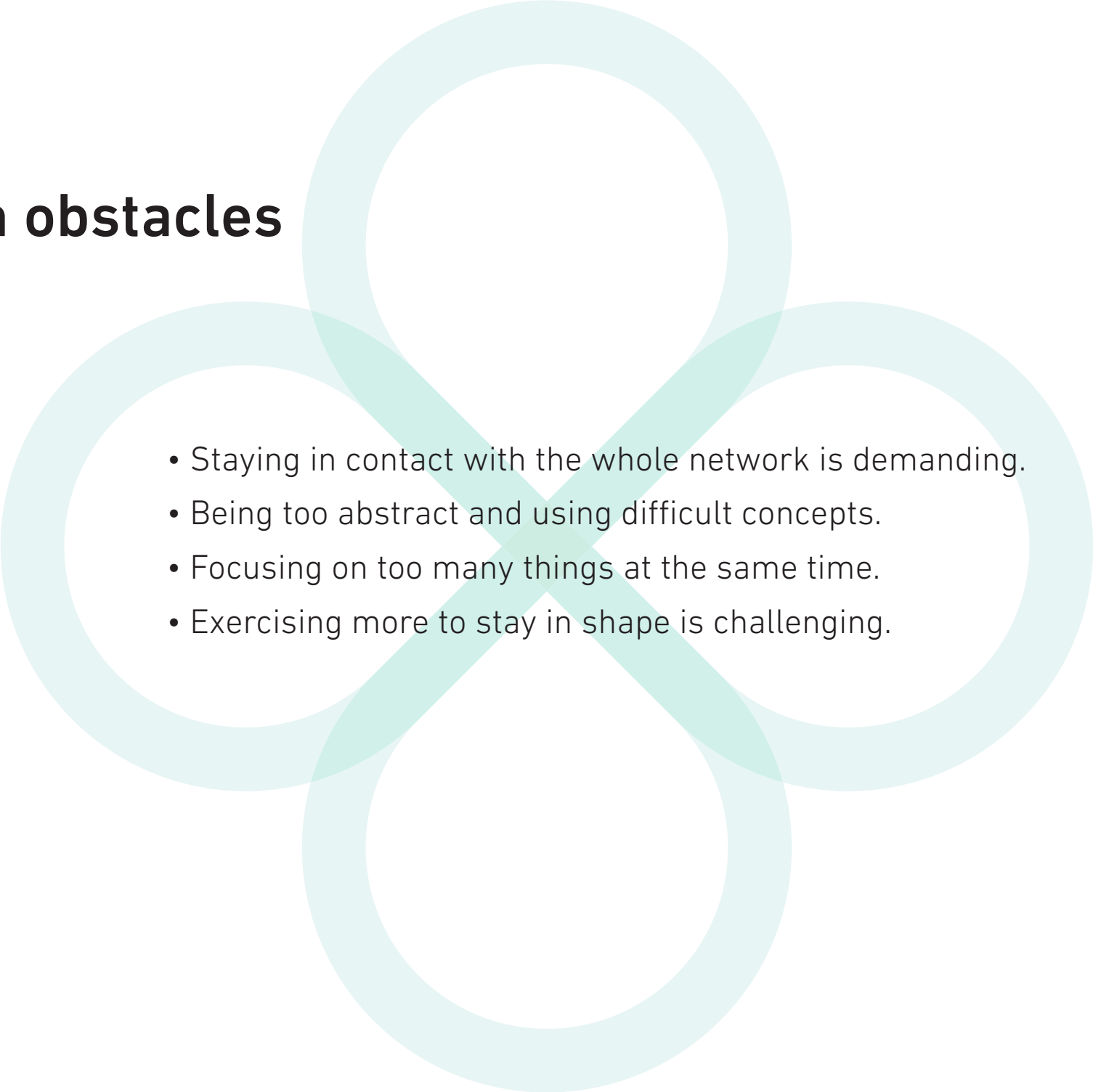
I love my family. My wife, four children and seven grandchildren bring me enormous joy. It is a privilege to be able to follow their growth and success. In the end, that is all that matters!



What drives me?

- New Beginnings.
- Strong Relationships.
- Spending Time with Family.
- Existential Philosophy and Psychology.
- Potential of the Future.
- Democratizing top executive coaching.

Main obstacles

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- Staying in contact with the whole network is demanding.
 - Being too abstract and using difficult concepts.
 - Focusing on too many things at the same time.
 - Exercising more to stay in shape is challenging.



**“The meaning of life is to find a
goal that you are willing to die for.”**

Where am I in my journey

The background features a series of overlapping circles in shades of light gray and teal. Three vertical teal bars are positioned to the left of the 'Past', 'Present', and 'Future' sections. The 'Present' section is also accompanied by a small orange circle and two small light gray dots.

Past

- Done with 3rd reinvention of my life.
- 15 years as a successful top-level marketer.
- 20 years as a headhunter, working with thousands of global leaders.
- Started the Personal Business Plan, growing a top executive coaching practice.

Present

- Fully dedicated to entrepreneurship and The Personal Business Plan.
- Fully enjoying the life built and the growing family.
- Children have grown up and have taken off on their own.

Future

- Having created a global success company and having become a global top executive coach.
- Done with the 4th reinvention of fully integrating the digital dimension of our online Toolkit.
- Leaving a legacy of the world's best executive coaching system.
- Having implemented "The Existential Playbook – How to Survive, Live and Thrive".



Contact me

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