

# R

## RASHMI



### **RASHMI AIRAN**

**CORPORATE AND  
MOTIVATIONAL  
SPEAKER**

### **SPECIALTIES**

**ORGANIZATIONAL  
CULTURE**

**REPUTATIONAL  
RISK**

**HUMAN  
PERFORMANCE**

Rashmi Airan is a corporate and motivational speaker who shares a unique and vulnerable story that will be a game-changer for your audience! Rashmi is a “recovering lawyer and investment banker”, a woman leader and an entrepreneur in her community. Rashmi is now an internationally recognized keynote and motivational speaker and TEDx presenter with clients that include the FBI, Sotheby’s Int’l, MGM Resorts, and Columbia Law School. She shares her story to illustrate the multitude of factors that influence our choices. Rashmi sets forth the business discipline necessary for decision-making. Rashmi uncovers the mental process of problem-solving that leads to organizational cultures with integrity. She energizes any audience to harness the power of vulnerability to ensure our corporations create strategies that are risk-informed. As a leader in her community and beyond, Rashmi will empower women to be leaders in the face of adversity and challenges.

Rashmi Airan, a first generation immigrant of Indian parents and the oldest of three daughters, was raised with high expectations to achieve. In addition to being a mother of two, Rashmi was a successful lawyer who graduated with honors from Columbia Law School. After working for several major corporations, she launched an independent law practice in Miami, Florida. During the housing boom, she was recruited to work with a local real-estate developer who later engaged in questionable business practices. Rashmi’s drive to succeed financially and to give her children the best life possible created an ethical blind spot. She chose not to question her client’s behavior despite her inner voice screaming “ask questions!” Her involvement resulted in a six-month sentence to Federal prison for bank fraud, alongside a multi-million dollar judgment against future earnings, required community service hours, and 3 years supervised release.

Before beginning her sentence, Rashmi’s community of friends and family embraced her. Though previously believing only a high level of success would make them proud, she now felt for the first time the true power of what building strong relationships meant. A close family friend remarked quietly “You will eventually learn that this is not happening to you, it is happening for you.”

In prison, Rashmi felt shame and remorse for her decisions. Taking in six months of federal prison life, Rashmi came to a place of peace and self-forgiveness. While being immensely humbled by this life-changing experience, she emerged with invaluable lessons learned both personally and professionally. Rashmi shares her emotional development of living with remorse, but not letting it define you.

Rashmi is determined to create a culture of conversation around ethics, human performance, and reputational risk into all aspects of our lives. She mines her vast legal, business, and community expertise and tells her powerful story to deliver pivotal messages to universities, law firms, corporations, global multi-nationals, and trade associations. Rashmi redefines what it means to be successful and the need for integrity and emotional intelligence in a continually evolving global culture.

## MOST REQUESTED PROGRAM TOPICS

### Develop An Organizational Culture That Will Be A Key Driver Of Performance

Culture has become the topic for C-Suite and Board executives as leaders are recognizing that organizational culture is a key driver of performance. Rashmi powerfully engages the audience in this session with her story to show why integrity is paramount to the growth and sustainability of an organization's culture. She establishes a process within an organization's culture that allows the safe space to have constantly evolving and necessary courageous conversations. Rashmi proposes how leadership must create, maintain, cultivate, and model the organization's culture to be authentic and accountable. She will also identify the cultural shifts to meet the DOJ's specific requirements for Corporate Compliance.

### Creating the Business Discipline for Decision-Making

In today's climate of corporate upheaval, global government unrest, and community organizations suffering from questionable acts, corporations must instill the business discipline of decision-making. Rashmi will reveal her mental process for problem-solving acquired through her life experiences. Rashmi shares her behavioral psychology and emotional intelligence methods to inspire the entire organization from leadership to front line team members.

### Harness Vulnerability And Transparency To Create Growth And Sustainability

Rashmi will engage your organization with her powerful story where she actively chose to ascend. Every individual and organization must learn how to deal with struggles and disruptions. Learn how to implement Rashmi's techniques and mindsets throughout your organization. Learn how to harness the power within each person to catalyze growth and stability in any company.

### Create a Value-Based Reputation Risk Strategy and a Risk-Informed Culture

Globally, corporate scandals have dominated the headlines and the strategy used to manage each crisis varies. As Warren Buffet's famous words state "It takes 20 years to build a reputation and 5 minutes to ruin it." Whether it is potential employees or future clients and customers, a company must continually maintain a commitment to its brand and the risk to its reputation in the market. Rashmi extrapolates her own story and her decision to ascend through the many challenges she faced to explore how corporations can implement a reputation risk strategy focused on integrity and transparency. How can a company make choices that are risk-informed, incorporate culture, and avoid disruptions? Rashmi will share her three-part process to help create a values-based approach to protect any organization from risk to its reputation.

### Sparking Impact in Today's Woman

As a mother, entrepreneur, community leader, and professional, Rashmi has established a step-by-step approach that will guide women to keep pushing to rise. Rashmi will leave the audience empowered and energized to make meaningful changes both personally and professionally.

## KEYNOTE VIDEO CLIPS



### **TedX Greenville**

This is Rashmi's TEDx presentation in Greenville, SC titled "Anchoring Against the Slippery Slope" where she sets forth her principles for Ethical Vigilance.

[WATCH NOW](#)



### **Health Care Compliance Association (HCCA) 2018 Keynote**

Rashmi delivers this Keynote in Las Vegas, NV for an energized crowd of 3,000 people on "Red Flags, Risks, and Resilience"

[WATCH NOW](#)



### **eMerge 2018 Keynote**

Speaking proudly on the Women in Technology stage, Rashmi empowered the audience with her message on corporate culture, entrepreneurs and on integrity.

[WATCH NOW](#)



### **Sports Leadership and Management (SLAM) Graduation Address**

In this keynote address and commencement speech to the graduating seniors at SLAM (invited by the school founder, artist Pitbull), Rashmi delivers an inspiring message to young adults embarking in their lives out of high school.

[WATCH NOW](#)

## PODCAST DISCUSSIONS



### **RANE Network: Why Good People Do Bad Things**

In this Q&A with Serina Vash, former US Attorney, Rashmi uncover how Good People Can Make Bad Decisions.

[WATCH NOW](#)



### **SCCE: Ethical Blindspots and Their Consequences**

In this interview with the Society for Corporate Compliance & Enforcement, Rashmi reveals her important message to infuse corporations with integrity and authenticity.

[WATCH NOW](#)



### **The Curiosity Hour Podcast: Episode 86 - Rashmi Airan**

Living in vulnerability, Rashmi establishes what motivates her to continue to ascend after being brought down to her knees and her emotional intelligence principles.

[WATCH NOW](#)

## CLIENT TESTIMONIALS

### **Colorado Association of REALTORS® - Scott A. Peterson, Esq.**

"In watching the room as Rashmi delivered her keynote, I have never seen a REALTOR® audience so transfixed on a speaker and her story. Her delivery is direct, touching, sad, funny and always brutally honest. Her candor and accountability were rewarded with an emotional standing ovation at the conclusion of her keynote."

### **CPA Academy - Scott Zarret, President**

"Rashmi Airan is a gifted and truly motivational speaker. She is knowledgeable, entertaining, compelling, interesting, brave, inspiring and knows how to keep the audience's attention by creating a space for self-reflection. Rashmi is a master at using storytelling to share her relevant personal experiences that our members have told us they find extraordinarily valuable and often life-changing."

### **Silent Victims of Crime - Paulette Pfeiffer, Executive Director**

"Speaking about your failures in front of complete strangers must be difficult. Rashmi is strong and dedicated to making an impact. She is a unique woman with the courage to talk about her shameful experience with openness with the sole purpose of helping guide people to make better choices than she did."

### **University of Miami, School of Law - Michele DeStefano, Professor**

"I am a big believer that repeated exposure to the ethical contours of legal practice (rules, obligations, risks, and aspirations) yield a more careful and serious consideration of the vows we make when we enter the profession. In sharing her story, Ms. Airan-Pace is helping make a difference and helping to favorably shift the ethics paradigm in the legal profession."

### **The National Society of Compliance Professionals - Lisa Crossley, Executive Director**

"I have been meaning to write to you to say thank you!! NSCP Conference attendees LOVED your presentation! I received so many positive comments."

### **Society of Corporate Compliance and Ethics - Kyle Loven, JD, CCEP**

"I found your personal story to be compelling. As I stated during your presentation, as a former FBI Special Agent [...] You are to be commended for both acknowledging previous errors and for turning those errors into learning situations for others – this is a TRUE sign of integrity. I wish that others would follow your example in this regard."

### **Colorado Bar Association - James A. Martell**

"I thought it was amazing and I am so grateful to have had the opportunity to hear you speak. It was, without a doubt, the best ethics session I have attended in my 40 years of CLE. I particularly liked your focus on our duty to the community and society as a whole."

### **Columbia University, School of Law - John C. Coffee, Jr., Professor**

"I think [Ms. Airan's] presentation gave students an entirely unique, more nuanced and certainly more vivid sense of how seemingly normal professional practice can cross the line over into fraud. She made a very valuable contribution to the students' education that others cannot duplicate."

### **Bilzin Sumberg Baena Price & Axelrod - Scott L. Baena, Attorney at Law**

"Rashmi's gripping presentation to more than 50 of our lawyers transformed the subject of professional responsibility from a textbook experience to a compelling human drama with real life consequences. It was eye opening and gut wrenching, and Rashmi's willingness to share the lowest moment in her professional life and her take-aways was a real tribute to her character."

## AUDIENCE FEEDBACK

- "This was as powerful a discussion as I have ever participated in.....and my professional career spans 40 years! Rashmi is truly an inspiration."
- "Your session was undoubtedly the best of the seminar."
- "Enjoyable hearing real life experience and lessons learned in a humble fashion."
- "Finally a Real life example of consequences of misconduct. someone brave enough to speak about."
- "It was incredibly useful having someone who has gone through the penalty process of making an ethically wrong decision was fantastic. Brings the reality of how easy someone can rationalize wrong doing."
- "Talk about practical! Wow. Rashmi tells a story that could be anyone of us in the room."
- "This was one of my favorite presentations. Fascinating to see how she fell into the abyss and the path she is taking towards redemption."
- "Her story resonates with people and her delivery was authentic and genuine."
- "Fantastic presentation and great speaker!"
- "If rashmi appears again, she could use a lot more time to answer questions. This was fascinating."
- "Absolutely engaging speaker! Great presence and valuable lessons."
- "Wow what a way to open the conference-incredibly powerful messages!"
- "Rashmi was engaging and authentic. Her story was told in a compelling manner. Terrific keynote for this audience."
- "Amazing and moving. Great great."
- "Touching and unbelievable story. Great opening speaker."
- "Best session of the conference."
- "One of the best sessions and extremely impactful."
- "Talk about practical! Wow! Rashmi tells a story that could be any one of us in the room."
- "Very compelling human story. Beautifully and poignantly told."
- "Brave woman with a powerful message all professionals should hear."
- "I commend Rashmi for having the courage to tell her moving story and experience, her story resonates with people and was authentic and genuine."

## SPEAKER EVALUATIONS

### **NSCP** October, 2018

4.6 / 5.00 in Effectiveness  
4.6 / 5.00 in Relevance

### **SCCE** October, 2017

97% in Effectiveness  
97% in Relevance

### **CPA Academy** August, 2018

4.7 / 5.00 in Effectiveness  
4.6 / 5.00 in Relevance

Full evaluation results available upon request. Please contact me at [rashmi@rashmiairan.com](mailto:rashmi@rashmiairan.com) if you'd like to view full speaker evaluation reports.

## LIST OF RECENT CLIENTS

TEDx  
Sotheby's International  
Federal Bureau of Investigation (FBI)  
Society of Corporate Compliance & Enforcement (SCCE)  
Health Care Compliance Association (HCCA)  
MGM Resorts International  
National Society of Compliance Professionals  
National Creditors Bar Association  
National Bankruptcy Bar Association  
ALFN  
Evanta, a Gartner Company

Columbia Law School  
NYU Law School  
Five Star Corporation  
Harris Corporation  
Yusen Logistics  
Sullivan & Cromwell  
Bilzin Sumberg  
Colorado Bar Association  
Colorado Association of Realtors  
DC Retirement Board  
Home Franchise Concepts

## CONNECT WITH RASHMI

*Rashmi Airan has experienced and, so, understands the importance of strong organizational cultures and focusing our teams on human performance. She works with C-Suite, Board executives, and leadership teams as well as students, associations, and law firms. Rashmi is a "recovering lawyer and investment banker" who shares her story vulnerably to help others. Rashmi has worked with TEDx, FBI, Sotheby's International, SCCE, HCCA, Colorado Bar Association, Columbia and NYU Law Schools, MGM Resorts, Five Star, NSCP, Sullivan & Cromwell, and BilzinSumberg among others. Rashmi is authoring her book expected to be released in 2019-2020. Connect to join in the conversation with Rashmi below! If you are interested in booking Rashmi, please send an inquiry to [rashmi@rashmiairan.com](mailto:rashmi@rashmiairan.com).*



Like me on Facebook



Follow me on Twitter



Follow me on Instagram



Connect with me on LinkedIn



Subscribe to my YouTube



Watch my TEDx

Website: <https://www.rashmiairan.com/>

Blog: <https://www.rashmiairan.com/blog/>



## RASHMI AIRAN

Corporate and Motivational Speaker  
305-772-8712  
[rashmi@rashmiairan.com](mailto:rashmi@rashmiairan.com)  
[www.rashmiairan.com](http://www.rashmiairan.com)