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RASHMI



RASHMI AIRAN
CORPORATE AND
MOTIVATIONAL
SPEAKER

SPECIALTIES

ETHICS AND
LEADERSHIP

DIVERSITY AND
INCLUSION

OVERCOMING
ADVERSITY

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 Airan is a keynote speaker and consultant determined to create organizational cultures focused on integrity, authenticity, and accountability. Rashmi instills audiences with the energy and understanding to create the safe space that will allow us to engage in courageous conversations in all aspects of our lives. She will create a strategy for any organization to address Diversity and Inclusion and reputational risk issues as they arise. Rashmi harnesses her experience to teach the core skills necessary to overcome adversity.

Rashmi utilizes her own experiences to share her human performance methodology, technique and mindset that will catalyze leadership, growth and stability in all organizations.

MOST REQUESTED PROGRAM TOPICS

Ethical Decision-Making & Leadership

Rashmi is excited to share her life-changing story to illustrate the multitude of factors that influence our choices. Rashmi will set forth the business discipline necessary for decision-making and uncover the mental process of problem-solving that leads to organizational cultures with integrity. Come ready to be energized while Rashmi harnesses the power of being vulnerable and uniquely creates the safe space to have courageous conversations!

Key takeaways:

- Learn the principles of ethical leadership
- Create a corporate culture of integrity and courage
- Plan for reputational risk and implement accountability and authenticity
- Create an active commitment to ethical decision-making
- Create the safe space for vulnerable conversations at home and work

Leading Ethically: In and Out of the Game

In today's climate where higher educational institutions are evolving and the conventional policies of risk management and compliance training are being reexamined, it is crucial to proactively focus on ethics and integrity throughout the institution. College athletic leaders are faced with ethical decisions daily and assumptions, rationalizations and the need to beat competition gives rise to playing in the gray. Recent scandals illuminate how bad decisions lead to serious consequences and reputational risk for universities. Given the many challenges and pressures facing collegiate athletic leaders, Rashmi shares her story and highlights the need for shifting the paradigm of ethics in our university cultures that never been more profound and desperately needed.

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.

Establishing Diversity and Inclusion Through Ethics

A company's culture, values, and ethics are vitally important and even more so in the current global climate. There is an innovative pledge being made in boardrooms and amongst leadership teams to establish a unique culture rooted in the principles of ethics and inclusion. The social discourse across all sectors has created pressure on all organizations—government, corporate, non-profit, and social service—to prioritize the mandate that is being made to be the preferred choice for socially conscious products and services. People are evaluating companies for who they are, not just what they offer.

Overcoming Adversity: Building the Core Skills Necessary

It has been an unexpected path and my journey has included its moments of a lot of fear and much shame. I believe my ability to overcome this major life changing period in my life also rests in my decision to be vulnerable and look to the constellation of stars around me found in the people that unconditionally supported me.

We often think that our lives are meant to go on a straight line that we set for ourselves and dreamt of as little children or even as young adults. But, the universe and life have a way of mocking us and our goals. Truly, our lives are meant to have many sidesteps, diagonal lines, downward spirals, and upward rocket launches as we meander our way through our windy path of life. We will surely get thrown off our set path, but its how we mature, learn, and bounce back that is a true test of our grit, strength, tenacity, and willpower. We can learn from our experiences and help others. Our children will grow tough and ready to face their own challenges if we can hold our heads high and walk with confidence into any difficult situation knowing that we can handle it. I certainly did not expect prison to be part of my life path, but it now is, all part of my shared experience from which I draw lessons, strength, and can help others.

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](#)



NRECA Keynote Speaker

Rashmi delivers a keynote to NRECA's 2020 CEO Close Up event: Creating a Value-Based Reputation Risk Strategy and a Risk-Informed Culture

[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](#)



Courage of Conviction: Rashmi Airan's Journey From Felon to Ethics Evangelist

In this podcast, Rashmi discusses with Marsha Ershagi-Hames the journey from lawyer to prison and back through redemption

[WATCH NOW](#)

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How to encourage ethical behavior

A cautionary tale on organizational ethics

Rashmi Airan was an ambitious lawyer, by many measures at the top of her game leading her own law firm, when she lost sight of her own high standards for corporate ethics. After pleading guilty to charges of general conspiracy, she was sent to federal prison and had time to reflect on how she got there. She shared her story with us, including what she learned about how to encourage ethical behavior as an organizational leader.

Rashmi Airan graduated from Columbia Law School with honors, worked for several major...

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The logo for The Washington Post is centered on a light gray background. It features the words "The Washington Post" in a classic, black, gothic-style serif font, with "The" at the top, "Washington" in the middle, and "Post" at the bottom.

I was a Wealthy Suburban Woman. Then I Went to Prison...

The alarm buzzes and my eyes open. I peer into the sea of other bunk beds around me — 180 women also convicted of a crime. It's 5 a.m. and time for count. A guard walks past my cubical, which is 6 feet by 9 feet and surrounded by shoulder-height walls. This is where I have been living for the past few months with my "bunkie."

I spend a few minutes writing down my thoughts. On this morning, I recognized my fear of the uncertainty that lies ahead and ask for spiritual protection and strength.

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Interview with Rashmi Airan: Law, Blindspots, Prison and Redemption

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 shady business practices. Her involvement resulted in a one year sentence in Federal prison, alongside a \$19M judgment against future earnings, required community service hours and 3 years supervised release. As a mother of two and devoted community activist, Rashmi has reconfigured her subsequent...

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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.”

WORKSHOPS

- Ethical Decision-Making and Leadership
- CLE Course – Making the Right Choice; Lessons in Compliance and Ethics
- Overcoming Adversity: Building the Core Skills Necessary
- Creating a Reputational Risk Strategy in a Risk-Informed Culture
- Establishing Diversity and Inclusion through Ethics
- Understanding Biases and Behavioral Ethics Principles
- Building Emotional Intelligence

LIST OF RECENT CLIENTS

Federal Bar Association	Sullivan & Cromwell	Five Star Corporation
Comcast	Bilzin Sumberg	Enterprise Risk Forum
Hershey's	Colorado Association of Realtors	Colorado Bar Association
ADP	DC Retirement Board	National Bankruptcy Bar Association
Deloitte	Home Franchise Concepts	Global CISO Summit
Xavier University Institute for Leadership and Ethics	TEDx	University of Miami Law School
Arizona Realtors Association	Sotheby's International	Atlanta CMO Summit
Michigan Realtors Association	Federal Bureau of Investigation (FBI)	Evanta CISO Houston
National Rural Electrical Cooperative Association	SCCE	Vistage
YPO	MGM Resorts International	Miami Dade County Public Defender's Office
Xavier University	Evanta, a Gartner Company	Miami Foundation
Vistage	National Creditors Bar Association	Baker Tilly
Oregon Association of Realtors	Harris Corporation	LRN
Tri-State SHRM	Grand Junction Area Realtors	Ipsos
Royal Caribbean Cruise Lines	Seatrade Cruise Global	Georgia Institute of Technology
ALFN	Carnival Cruise Lines	Quantum Metrics
Heath Care Compliance Association (HCCA)	Legal League	ACFE
National Society of Compliance Professionals	Columbia Law School	State Bar of South Dakota
Northwest Treasury Forum	NYU Law School	PRGX
Yusen Logistics		

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, Hershey's, SHRM, 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 2021-2022. If you are interested in booking Rashmi, please send an inquiry to rashmi@rashmiairan.com.

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