Rashmi Airan

Former Attorney Who Rebuilt Her Life After Federal Prison

RISE To Clarity *How Good Leaders Drift, and the 30 Seconds to Avoid It* A bad decision rarely arrives announced. It shows up inside a good one: the deal that has to close by Friday, the call made in a hallway between meetings, the strategy debate where the fastest voice wins because slowing down feels like weakness. Leaders don't wake up compromised. They drift there, one reasonable choice at a time, until the pattern becomes the culture. The leaders already ahead of this are not the ones with the cleanest track record. They are the ones who built guardrails for their thinking before the pressure arrived. Rashmi Airan has delivered more than 450 events for Deloitte, Coca-Cola, Merck, Comcast, GE Healthcare, and Caesars Entertainment, earning a 95%+ audience rating for impact and coverage from ABC, CBS, FOX, PBS, The Washington Post, and The Wall Street Journal. But the accolades are the result, not the reason. For over a decade, Rashmi has studied human behavior under pressure, and her research maps exactly how good judgment erodes: rationalization, normalization, silence that reads as professionalism until it becomes erosion. She built that research on the case study she knows best. Rashmi was a Wall Street investment banker and Columbia Law School attorney before a federal prison sentence forced her to confront how those same patterns had shaped her own choices. Rise to Clarity hands every leader in the room the tool Rashmi built from that research. The Clarity Loop, four questions that take less than sixty seconds and cut through the noise of a high-stakes moment: What am I feeling right now? What story am I telling myself? What matters most here? What choice can I own later? This is not a talk about better decisions. It is a working system for making them, one audiences start using before they leave the room. The leaders who book this talk are not the ones already managing a crisis. They are the ones making sure they never have to be. Rashmi did not stop at a keynote. Working with a cognitive neuroscientist, she built a resilience assessment that measures the specific factors that determine how a person actually responds under pressure, not how they hope they would. She administers it directly with the clients and audiences who bring her in, turning a single stage moment into a baseline every leader can act on long after the applause ends. ***Audiences leave this stage ready to:*** Recognize decision drift before rationalization and urgency turn it into a pattern. Run the Clarity Loop in the sixty seconds before every high-stakes call. Name the blind spots, incentives, and assumptions distorting judgment before they become costly. Build guardrails for thinking, not just guardrails for process, technology, and compliance. Lead from principle under pressure, and make that the new definition of good judgment. **Integrity rarely collapses. It drifts. Ideal for:** corporate leadership summits, compliance and risk trainings, legal and professional services firms, healthcare and financial services audiences navigating regulatory or market pressure, associations facing industry disruption. **Format:** 45 to 60 minute keynote, extendable to a half or full day workshop built on the Clarity Loop. **Also available:** a resilience assessment developed with a cognitive neuroscientist, administered by Rashmi for clients and audiences before or after the keynote.

RISE THROUGH IT® *Leading Resilient Cultures Through Uncertainty* Uncertainty does not announce itself. It shows up as one more restructuring memo, one more town hall about staying agile, one more leader telling a room to be resilient while their own hands are shaking under the table. Teams do not break in a single moment. They drift. A missed check-in here. A swallowed concern there. A culture that once felt like a team starts to feel like a group of people quietly managing their own survival. The organizations already ahead of this are not the ones with the biggest budget. They are the ones who caught the drift before it became a headline. Rashmi Airan has delivered more than 450 events for Deloitte, Coca-Cola, Merck, Comcast, GE Healthcare, and Caesars Entertainment, earning a 95%+ audience rating for impact and coverage from ABC, CBS, FOX, PBS, The Washington Post, and The Wall Street Journal. But the accolades are the result, not the reason. For over a decade, Rashmi has studied human behavior under pressure, and her research has uncovered the patterns almost every leader falls into: the rationalizing, the normalizing, the silence that feels like professionalism until it is erosion. She built that research on the case study she knows best. Rashmi was a Wall Street investment banker and Columbia Law School attorney before a federal prison sentence forced her to confront exactly how those patterns had shaped her own choices. Rise Through It® hands every leader in the room the tool Rashmi built from that research. The Clarity Loop, four questions that take less than sixty seconds and cut through the noise of a high-stakes moment: What am I feeling right now? What story am I telling myself? What matters most here? What choice can I own later? This is not a talk about resilience. It is a working system for it, one audiences start using before they leave the room. The leaders who book this talk are not the ones already in crisis. They are the ones making sure they never have to be. Rashmi did not stop at a keynote. Working with a cognitive neuroscientist, she built a resilience assessment that measures the specific factors that determine how a person responds under pressure, not how they hope they would. She administers it directly with the clients and audiences who bring her in, turning a single stage moment into a baseline every leader and team can act on long after the applause ends. ***Audiences leave this stage ready to:*** Reframe uncertainty as information instead of threat, before it shapes every decision underneath it. Catch cultural drift while it is still a whisper, long before it becomes a headline. Run the Clarity Loop in the sixty seconds before every high-stakes call. Build psychological safety by naming pressure out loud instead of managing it in silence. Lead change from evolved judgment instead of adrenaline, and make that the new definition of strength. **A resilient culture is not the one that never cracks. It is the one that knows exactly where the cracks are, and rises through them, together. Ideal for:** corporate leadership summits, all-hands and culture events, all industries including legal, real estate, healthcare and financial services audiences navigating regulatory or market pressure, associations facing industry disruption. **Format:** 45 to 60 minute keynote, extendable to a half day workshop built on the Clarity Loop. **Also available:** a resilience assessment developed with a cognitive neuroscientist, administered by Rashmi for clients and audiences before or after the keynote.

RISE TOGETHER *Build Your Tribe of 200* Most professionals are surrounded and still alone. Hundreds of connections. Thousands of followers. A calendar full of people, and almost none of them know what is happening underneath the performance. Struggle gets edited out before it ever reaches

another person. Everyone is rising, apparently, and no one is admitting they are barely standing. The organizations losing their best people are not losing them to competitors. They are losing them to isolation nobody named out loud. Rashmi Airan has carried this message to stages for Deloitte, Coca-Cola, Comcast, Merck, and GE Healthcare, delivering more than 450 events with a 95%+ audience rating for impact and coverage from ABC, CBS, FOX, PBS, The Washington Post, and The Wall Street Journal. But the accolades are the result, not the reason. For over a decade, Rashmi has studied human behavior under pressure, and her research has uncovered a pattern almost no one names out loud: the more successful people become, the more isolated they get, because the performance of having it together makes it harder to admit that they do not. Before her own sentencing, Rashmi called the people who mattered most. They wrote letters of support to the judge. They stood by her unconditionally, loving her even though she was likely going to prison. That is where the tribe of 200 comes from. Not a follower count. Not a contact list. The number of people who showed up when showing up cost them nothing. At the end of the day, it's not the number in your tribe that matters, but it's about knowing that you need to build your tribe with intention. Rise Together is built on that count. You do not need ten thousand followers or even 200 connections. You need people who would make that same call for you. Rashmi walks audiences through how to find them, built not on who is impressed by your success, but on who stays for your struggle. Vulnerability is not the risk in this talk. It is the entry fee. Authenticity is not the reward for arriving. It is the way in. The teams and communities that book this talk do not leave with a networking tip. They leave knowing exactly who is in their circle, and who still needs to be. ***Audiences leave this stage ready to:*** Identify the gap between your network and your tribe, and stop mistaking one for the other. Share the struggle before the success, and find out who stays in the room. Build belonging through vulnerability instead of performance, starting with one honest conversation. Find your two hundred by being findable, which means letting yourself be seen before you are polished. Create teams and communities where people rise together, instead of cultures where everyone rises alone. **Nobody rises alone. You just have to find your tribe. Ideal for:** corporate teams, association conferences, women's leadership events, sales and community-facing teams, university and alumni audiences, any room built to feel less alone together. **Format:** 45 to 60 minute keynote, extendable to an interactive workshop building each attendee's own tribe map.