



SPEAKER BIO

Short Bio

Rashmi Airan is an ivy-league educated attorney, Wall Street investment banker, serial entrepreneur, college professor, professionally trained vocalist, and a globally recognized transformation expert.

Long Bio

Rashmi Airan is a captivating and motivational speaker, consultant, and catalyst for transformation with a mission to foster organizational cultures centered around authenticity. Her powerful story transcends the pitfalls of unknowingly making a life-altering decision; it's a tale of leadership, core values, and decision-making, capable of creating a safe haven for courageous and often challenging conversations.

As a first-generation immigrant of Indian descent raised with lofty expectations, Rashmi excelled as a lawyer, graduating with honors from Columbia Law School. After gaining experience at major corporations, she embarked on an independent law practice in Miami. During the housing boom, she developed an ethical blind spot collaborating with a real estate developer engaged in questionable practices. Driven by her desire for success to provide for her children, Rashmi refrained from questioning her client's actions despite her inner voice urging caution. This led to a federal prison sentence for bank fraud.

During her six months in federal prison, Rashmi found inner peace and self-forgiveness. This humbling yet invaluable experience made her realize that while living with remorse is one thing, allowing it to define one's identity is another. Now a "recovering lawyer and investment banker," female leader, and community entrepreneur, Rashmi is an internationally recognized keynote speaker and TEDx presenter.

With over thirty years of real-world experience in finance, business and law, Rashmi Airan intimately understands the complexities modern leaders face. Her expertise is bolstered by years of research in behavioral psychology and collaborations with renowned global brands like Coca-Cola, Cardinal Health, Merck, Comcast, Sotheby's, and Hershey's. Deloitte has recognized the transformative power and relatability of Rashmi's journey, which spans from an Ivy League education to federal prison.

Rashmi has partnered with Fortune 100 companies, financial services groups, CPAs, lawyers, real estate professionals, and dozens of women's conferences and groups to share her transformational journey and create a RISE movement. She has been featured on ABC, PBS, in the Washington Post, and the Wall Street Journal.

An avid hiker, travel enthusiast, and proud mother of two teenagers, Rashmi serves on the Board of Directors for the Overtown Youth Center/Alonzo Mourning Foundation and is an Ambassador for The Key Clubhouse.

Her inspiring journey instills the power to overcome obstacles and unleash human potential.