



TESTIMONIALS

(Select - more available)

Coca-Cola, India and CRISIL Ltd.

Preeti Balwani, Former General Counsel and Global General Counsel
"Rashmi worked with the Coca-Cola team for an entire day. She created such a meaningful impact on the pivotal issues of accountability and vulnerability. Her diverse and unique view has propelled her as a leader on these topics. Rashmi shares a personal story that we must strive to live through uncertainty with conviction and navigate through the gray area. Her workshop truly helped our team learn how to thrive in chaos, be adaptable and remain curious while always focusing on the organization's needs and long-term sustainability. Her story is relatable and she is truly a remarkable speaker and consultant!"

YPO

Reuben Xeureb

"What Rashmi brought to us is real-life experience with emotion, authenticity, and courage for immediate value add in our individual organizations. As a group of CEOs of our companies, we typically don't spend an entire day listening and engaging with one Coach/Consultant. Rashmi's workshop and message were extremely effective and impactful, both personally and professionally. Even after an entire day with Rashmi, we all wanted more. I am definitely planning on bringing Rashmi back to work with my own leadership team at my organization."

Hershey's Inc.

Damien Atkins, Former General Counsel

"Rashmi's story illustrates the power of humility and transformation. Rashmi is an energy giver - whether live or virtual. She reminds us that we are all humans and fallible. I would recommend Rashmi, she is one the best speakers I have ever worked with and I will work with her again!"

Entrepreneur's Organization (EO)

Verne Harnish, Founder of EO, Founder of Scaling Up

"Excellent and Powerful!"

Peter Chee, Founder & CEO, MinimZero

"Touching. Bold. Almost moved me to tears!"

Asian American Hotel Owners Association

Roshni Kadhiwala, CEO/Owner JLM Hotel Group

"The most mind capturing talk ever! 100% focused and visually present. Personable and relatable"

SHRM Association Management Professional & Convention Planner

Lori Maher McCombs, Maher Group, LLC

"I had the pleasure of working with Rashmi Airan as conference planner for the 2020 Tri-State SHRM Conference. Rashmi was scheduled to present two in person sessions for us, but due to COVID-19, she easily adapted and presented her sessions virtually. Her presentations centered around taking ownership of your actions, and business ethics. Rashmi's ability to tell her story with candor, honesty and ownership makes her keynote(s) very relevant to business leaders. Thank you, Rashmi! Keep up the great work."

Georgia Tech University Athletics

Todd Stansbury

"Rashmi spoke to our senior leadership team and coaches at Georgia Tech. Her story and message around decision-making was incredibly impactful as it hit home the fact that good and smart people can make bad decisions with dire consequences. Rashmi helps shed light through her research in behavioral ethics. She provides a mental process for maintaining ethical vigilance in our decision-making and how to avoid the overconfidence bias that leads to the slippery slope. I highly recommend Rashmi to my friends and colleagues as she will inspire and help create substantive change in our athletic environments around integrity and ethics."

Department of Justice

Joe Capone - Rashmi's prosecutor

"In my 30 years as a federal prosecutor, I dealt with thousands of individuals involved in criminal conduct. Many were truly sorry for and embarrassed by their criminal conduct but happy to put their punishment behind them and move on as quickly as possible. But in my experience, only one of my former defendants – Rashmi Airan -- has chosen to relive, repeatedly, her personal

and professional failings in an effort to inspire and motivate others to avoid the poor choices she made.

It's a rare thing for a prosecutor and defendant to develop a relationship of mutual respect and friendship. We began as adversaries in a courtroom, became teammates in prosecuting others, and now collaborate in writing and speaking. Rashmi's acceptance of responsibility for her conduct, her deeply sincere expressions of remorse and humility, and her efforts to share her experiences with others who may be tempted to follow a misguided path, have been extraordinary. Rashmi tells a compelling story, rich with life lessons everyone can relate to."

Brown University

Grant Achilles, Head Baseball Coach

"Thank you so much for the time you spent sharing your story with vulnerability, creating a space for us to do the same, and sharing insight applicable to both personal and professional life choices. Your messaging resonated in unexpected and practical ways. I admire the courage on display to speak from a place of such openness and high character. "

Colorado Bar Association

James A. Martell

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

Colorado Association of REALTORS®

Scott A. Peterson, Esq.

“Rashmi’s story is equal parts chilling and heart-warming. The lessons from her life experience weave together to form a cautionary tale for REALTORS®. 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.

Trying to capture and engage busy REALTORS® with compelling professional ethics and risk management content can be difficult....particularly in a large conference setting. When it comes to delivering a lesson on those two subjects in a poignant and unforgettable presentation, Rashmi and her story cannot beat.

Columbia University, School of Law

John C. Coffee, Jr., Professor

“Because Ms. Airan was only a few years older than the law students she spoke to and because she graduated near the top of her class, her impact on the students was powerful and immediate. I think her 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’ that others cannot duplicate.”

University of Miami, School of Law

Michele DeStefano, Professor

“In sharing her story, Ms. Airan is helping make a difference and helping to favorably shift the ethics paradigm in the legal profession.”

Bilzin Sumberg Baena Price & Axelrod, LLP

Scott L. Baena, Managing Partner

“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 takeaways was a real tribute to her character.”