



RICHARD KARASH

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Richard Karash is an independent consultant whose work covers the broad range of Organizational Learning disciplines, with special emphasis on Systems Thinking and System Dynamics. He consults and facilitates, coaches executives, develops and conducts training programs, and delivers speeches and corporate events for a wide range of organizations. Mr. Karash's focus is in increasing capacity for learning and change for his clients and their organizations. He creates custom training programs, conducts train-the-trainer and instructor certification, and provides executive and professional coaching. His clients include industry, high-tech, government, education, military, intelligence, health-care, and non-profit.

Mr. Karash is a contributor to *The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization*. He has been a regular presenter at the annual Systems Thinking in Action conference and a contributor to *The Systems Thinker*. He was a founding Trustee of the Society for Organizational Learning. He is a past Chairman of the Sustainability Institute.

Mr. Karash is an active coach for leaders and executives, with three primary aims: improved organizational results, increased personal satisfaction and enhanced personal sustainability. He also provides professional coaching to consultants to expand their capacities in systems thinking and organizational learning. At Xerox he taught coaching in the paradigms of Tim Gallwey and John Whitmore. As a high-tech executive, he was continuously in a role of coaching for performance.

Mr. Karash was a senior staff member at Innovation Associates, Inc. (later Arthur D. Little) from 1991 through 1995 where he received ADL's "Star Case" awards twice for outstanding customer satisfaction. Prior to joining IA, Mr. Karash spent nearly twenty years as an executive in technology-based companies. In 1970, he co-founded and held leadership roles in a highly successful computer software firm, Management Decision Systems, Inc., which pioneered decision support applications (now "OLAP") in finance and marketing. His professional experience there includes statistical data analysis, information technology, market research, new product development, and computer simulation modeling. From 1983 through 1986, he was chief operating officer of a start-up company developing artificial intelligence applications software for the financial services industry and later was VP - Marketing in the turn-around team at Symbolics, Inc., a computer workstation vendor.

Mr. Karash holds Bachelor of Science degrees in Physics and in Management from the Massachusetts Institute of Technology, and a Master of Science from MIT's Sloan School of Management, with concentrations in Marketing and Operations Research. As other important sources he recognizes Minor White (mindfulness), John D.C. Little, Glen Urban, Jay Forrester, & John Sterman (modeling, simulation, and system dynamics), Syntectics (creativity), Arnoldo Hax & Kim Warren (strategy), along with Peter Senge, Charlie Kiefer, & Innovation Associates (organizational learning).