



## RICHARD KARASH

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Richard Karash is an independent consultant whose work covers the broad range of Organizational Learning disciplines, with emphasis on leadership development and executive coaching. Mr. Karash's overall focus is on developing capacity for learning and change for his clients and their organizations. His clients include industry, high-tech, government, military, intelligence, health-care, and non-profit.

**Leadership Development** — Mr. Karash designs and delivers leadership development programs for Fortune 500 companies and government agencies. He is a master facilitator for *The Core Course* offered by the Society for Organizational Learning, and a facilitator for *Leadership & Mastery* (Innovation Associates) which is now *Foundations for Leadership* (Society for Organizational Learning). He teaches a range of leadership programs in Systems Thinking. He provides a Systems Thinking component in executive development, leadership development, and high-potentials programs in several corporate settings.

**Executive Coaching** — Mr. Karash is active as an executive coach. Since 2003, he has been delivering coaching and managing coaching programs in the US Intelligence Community.

**Consultant and Facilitator Training** — Mr. Karash has a twenty-year track record in developing consultants, facilitators, and executive coaches to enhance their ability to adopt a systems perspective in their work. He is a co-developer of a new program *Coaching from a Systems Perspective* for experienced executive coaches.

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.

He was a senior staff member at Innovation Associates, Inc. (later Arthur D. Little) from 1991 through 1995. Mr. Karash received Arthur D. Little's "Star Case" awards twice for outstanding customer satisfaction. Prior to joining IA, he spent nearly twenty years as an executive in technology-based companies. He co-founded a highly successful computer software firm, Management Decision Systems, Inc. He was chief operating officer of Applied Expert Systems, developing artificial intelligence applications for the financial services industry. Later, he was VP - Marketing as part of the turn-around team at Symbolics, Inc., a computer workstation vendor. He spent several years as an independent consultant working on business strategy and strategic planning for software and other high-tech firms.

Mr. Karash graduated in Physics at the Massachusetts Institute of Technology (MIT), and holds a Master of Science from MIT's Sloan School of Management. He holds active DoD security clearances.