



RICHARD KARASH

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Richard Karash is an executive coach and consultant serving a wide clientele across industry, government, military, health-care, education, and non-profit sectors. Mr. Karash's overall focus is on developing capacity for learning, change, achievement, and health for his clients and their organizations.

Executive Coaching — Mr. Karash is an active executive coach. For one major client he has been delivering coaching and managing coaching programs in the US Intelligence Community since 2003.

His professional development as a coach has included study in the coaching paradigms of Tim Gallwey and Sir John Whitmore. In addition, his active participation for nearly a decade in the Global Coaching Community of the Society for Organizational Learning has been a very important source. Mr. Karash has taught coaching skills for leaders. More recently, he is a co-developer of a new program *Coaching from a Systems Perspective* for experienced executive coaches; this program is certified by the ICF for Coach Continuing Education Units.

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* (now *Foundations for Leadership*). He teaches a range of executive development, leadership development, and high-potentials programs in corporate settings.

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.

Mr. Karash is a contributor Peter Senge's *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 and the SoL Global Coaching Community. 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, and has been an independent consultant since 1995. Mr. Karash received Arthur D. Little's "Star Case" awards twice for outstanding customer satisfaction. In addition, his twenty years prior experience as an entrepreneur in high-tech venture companies is relevant in all his work.

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.