



**RAE Development, a professional and personal growth consulting organization, assists organizations, teams and individuals to Reflect, Act and Excel, providing a path for success, productivity and fulfillment.**

## About Us

*We are a team of experts with decades of experience as internal Human Resources and Organization Development professionals and as external coaches, facilitators, and consultants.*

### Rachel Karu, MS ACC

Founder, RAE Development



Rachel Karu brings more than 18 years of professional development experience. Prior to founding RAE Development, Rachel served in Human Resources management specializing in training and Organizational Development at both corporate and regional levels. Clients include

Nestle, Raytheon, Citibank, Mattel, Warner Brothers, Philips, Tenet Healthcare, EMI Music Distribution, Braille Institute of America and the United States Navy.

Rachel has an MS in Counseling for Business and earned her Coaching Credential from the International Coach Federation. She is the Chairperson for the American Society for Training and Development (ASTD) Westside Breakfast Special Division and a speaker with Vistage International. Rachel's Competency Case Study has been published in *The Wisdom of ASTD-LA* (ASTD-LA, 2001).

*“RAE Development creates a fun, interactive environment. Their energy is contagious and they are able to get people excited about their professional and personal development.”*

*Ann Johnson,  
Director Management Development, Mattel*

## Workshop Offerings

### LEADERSHIP & MANAGEMENT DEVELOPMENT

#### COMMUNICATION STYLES

Learn effective communication strategies that focus on building relationships while achieving bottom line results

#### SETTING EFFECTIVE PERFORMANCE EXPECTATIONS

Learn a process that drives results and accountability while maintaining a positive and engaged work environment

#### PROACTIVE COACHING FOR SUCCESS

Examine coaching competencies that inspires loyalty while achieving business results

#### MANAGING PERFORMANCE PROBLEMS

Explore winning tactics to conduct effective performance discussions, that enforce natural and formal consequences and fine-tune your company's progressive discipline policy

#### FACILITATING SUCCESSFUL PERFORMANCE REVIEWS

Learn a comprehensive approach to facilitating reviews that encourages ownership and two-way communication

#### LEADING EFFECTIVE CHANGE

Discover an innovative approach to leading change that views change as an emotional and tactical process, and examines how to gain involvement and commitment during change

#### ASSIMILATION TRAINING

Learn how to coach your new employees to ensure effective assimilation the first 90 days

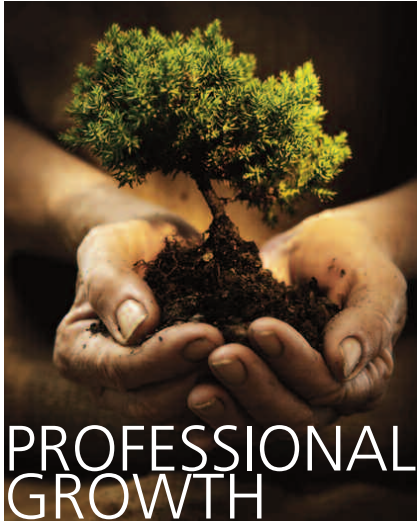


# RAE Development Workshop Offerings

## CAREER MANAGEMENT

### CREATE YOUR PERSONAL CAREER MARKETING PLAN

Apply a business-marketing model to give your career greater focus and direction. Gain clarity on your positioning statement, professional brand, and your personal competencies



PROFESSIONAL GROWTH

### CREATE YOUR PROFESSIONAL BRAND

Walk away with a clear brand platform that identifies your roles, standards and styles that helps you stand out from the crowd

### LEADING YOURSELF AND OTHERS THROUGH CHANGE

Learn how to navigate through change by building your personal resilience. Explore how to manage your emotions, determine what you can and cannot control and influence, how to take care of yourself, and assist others during change

## TEAM DEVELOPMENT

Improve team communication and productivity by engaging in interactive sessions depending on your specific needs that focus on areas including:

- developing a common vision, purpose, and set of goals
- determining strategy
- defining roles and structure
- setting clear expectations
- creating team groundrules
- improving team communication
- reducing conflicts

“Through RAE Development’s efforts, the organization’s management team has been provided workshops on a variety of topics skills including communication, coaching, managing performance problems and facilitating performance evaluation discussions. Rachel has successfully demonstrated her expertise as a facilitator and experience as a knowledgeable professional with every workshop delivered. The positive feedback provided by the participants is an indication that their workshops have been impactful and beneficial.”

Janice E. Herzberg  
Director of Human Resources  
Braille Institute of America

## INDIVIDUAL CONTRIBUTOR

### GIVING TRANSFORMATIONAL FEEDBACK

Build relationships and get results by learning practical and simple approaches to giving and receiving feedback

### PERSUASION AND INFLUENCE: THE ART OF SELLING YOUR MESSAGE

Learn impactful strategies to influence decision makers that focus on building relationship while achieving win-win outcomes

### CONFLICT STYLES

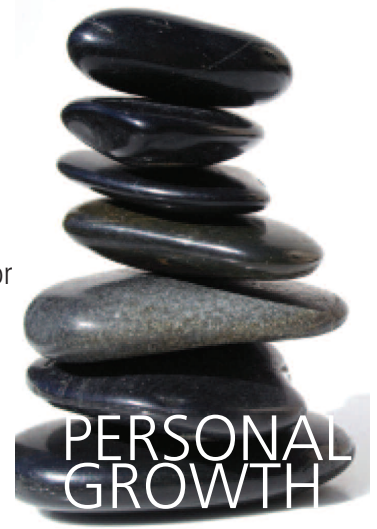
Work through conflict effectively by discovering yours and others’ preferred conflict approaches as measured on the Thomas-Kilmann Conflict Mode Instrument™

### PERSONAL PREFERENCES

Learn your preferences for where you gain energy, how you gather data, make decisions, and how you operate in the world by taking the Myers Briggs Type Indicator

### SUPERHERO SYNDROME

Learn how to lead a more balanced and fulfilling life by exploring simple and powerful strategies



PERSONAL GROWTH

