



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.

RAE Business Solutions

EXECUTIVE, PROFESSIONAL & CAREER COACHING

Coaching is a vehicle to help professionals capitalize on their strengths, meet their fullest potential, and achieve desired results through reflection, intentional action, and accountability.

“Rachel is a gifted coach with a keen sensitivity and understanding of her clients’ needs. Her wise, gentle, yet directed style has supported my professional and personal growth through the years. I’m blessed that I have Rachel alongside me in this journey called life.”
Sharon Sim-Krause
PR Executive

ABOUT RAE DEVELOPMENT

- A team of experts with decades of experience as internal Human Resources and Organization Development professionals and as external coaches, facilitators, and consultants
- A boutique firm offering more customized and personalized service
- A diverse clientele portfolio ranging from not for profit, to Fortune 100 companies, to the United States Navy
- An action oriented approach that assisting others in gaining clarity and thriving both professionally and personally

LEADERSHIP & MANAGEMENT DEVELOPMENT

We help leaders and managers create and communicate a compelling vision, influence and persuade to results, lead change and transition, build high performance teams, motivate employees, coach for success, and delegate effectively. We utilize highly customized consulting, facilitation/ training, and coaching methodologies.

TALENT MANAGEMENT

We work with your organization to ensure that the recruitment, development, promotion, and retention of people is planned and executed in alignment with your current and future business goals. We systematically assess gaps in talent and create a strategy to fill the leadership pipeline to thrive during current and future business challenges.

CAREER EFFECTIVENESS

We assist managers to support and develop the talent they want to retain. Our unique programs center on training managers to effectively coach others to expand leadership skills, help employees create career-paths, and strategize their current and future career positioning.

CAREER TRANSITION SERVICES

We offer a 360° approach to workforce reduction benefiting the organization and remaining employees, as well as those searching for new opportunities.

TEAM EFFECTIVENESS

We partner with your organization to develop and sustain a high performing team using our customized consulting, coaching and training methods.

PERFORMANCE MANAGEMENT

We collaborate with your organization to ensure vision and strategy are aligned with individual contributors’ roles and expectations and that employees are being held accountable to meet and exceed specific goals and objectives.

ORGANIZATIONAL EFFECTIVENESS

We provide managers and employees with practical tools and techniques to manage change and maintain agility.





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 Health-

care, EMI Music Distribution,

Braille Institute of America and the United States Navy.

Rachel has a 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).



PARTIAL CLIENT LIST

Nestle

Raytheon

Philips

Mattel

Warner Brothers

Activision

Easton Sports, Inc.

EMI Music Distribution

Citibank

Braille Institute

Tenet Healthcare

United States Navy

The Aquarium of the Pacific

Autoland

Pepperdine University

Cal Poly Pomona University



Since attending the Communications Styles Workshop presented by RAE Development, I've seen the team work with greater understanding of how each of us responds and communicates to one another according to our own personal strengths. Thank you for steering us toward better understanding of each other resulting in more productivity!

Rebecca Martin,
Director, Grants Admission
The California Endowment

I chose to add one-on-one coaching sessions to my development curriculum; without question one of the best investments I've made in myself thus far. As a team, my coach Rachel and I set forth aggressive, yet realistic goals that continuously keep me moving in the direction of revealing my full potential. Rachel most certainly knows when to push, when to lead, and when to inspire: She's simply great!

Raquel-Catherine Duenas
Entertainment Executive

Rachel presented to my Key Executive Group and did an excellent presentation. She has HIGH energy, a strong out-going personality, is engaging, AND she knows her subject well. When my members raised questions or asked about their real-life situations, Rachel was able to respond in a meaningful and insightful way. You will be fully pleased when Rachel presents to your groups.

Hayden Claisse
Chair, Vistage Group

