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*An Executive Leadership Firm*

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## CAREER GROWTH AND DEVELOPMENT IN ORGANIZATIONS

Richard Raymond Associates, Inc provides coaching, consulting and mentoring support in leadership development to entrepreneurial businesses, professional firms, team leaders in larger organizations, and not-for-profit organizations.

We work with mid- and upper-level leaders who want to unlock strengths to reach their greatest potential, as well as developing leaders who want consistent performance from their team members and themselves.

Our clients are leaders who want to create opportunities for profitable growth within their organization and for themselves by:

- Aligning values and purpose of team members, leaders and the organization
- Managing continuity and change
- Developing a culture of employee ownership and satisfaction
- Creating a clear statement of organizational vision, values and mission

And they are new leaders wanting development with:

- Issues of uncertainty, leadership experience, and confidence
- Interpersonal and different communication styles
- Motivation and fostering conviction of the organizational mission in their team members
- Attracting resources
- Developing cross-functional collaboration

They are leaders who knowledgeable about what they do, have high standards of excellence, are persistent and committed to success, and welcome assistance in achieving their goals. They are interested in learning new ways and tools, are willing to invest in themselves, and are looking to provide themselves every opportunity for success. They are people in the early stages of their career and they are seasoned people with ten or more years of experience.

### Our Approach

Our mission is to help organizations achieve significant results by aligning the natural abilities, individual interests and energies of their employees with the visions, values and purpose of the organization.

We believe that when we are clear about what is important in our life, our actions are focused and determined. We believe that developing one's personal and professional leadership and career growth is an on-going process.

Our philosophy also is that what got you here will not necessarily get you there. Achieving success in new leadership positions requires stepping beyond one's current way of doing things. There is no formula or recipe for success but instead there is a way of thinking for handling situations to be encountered and taking advantage of opportunities as they arise.

### What We Do

We believe that the tools of leadership are vision, conversation and action.

We work with our clients to get clear about what is important for them to have in their life, personally and professionally – their accomplishments, their strengths, and where they find meaning. We create conversations and opportunities for aligning individual and organizational

purpose; and we help our clients realize their own strengths and capabilities.

We practice difficult conversations and develop stories that inspire and lead. We help them achieve results by taking action, and evaluate outcomes in context of the desired outcome and lifelong learning.

We provide the structure, accountability and support along the way, and, more importantly, we help develop the skills and abilities for dealing with situations and taking advantage of opportunities.

### How We Do It

To help our clients achieve their goals we provide:

- One-on-one coaching and mentoring
- Mastermind groups for peer learning and career development
- Assessments to identify natural traits and predominant communication styles
- Daylong leadership and career development workshops

### Organizations We Have Worked With

- The CPA Society of Houston, TX. We are working with the executive director, president, and president-elect of an 8,000 plus professional membership organization of CPAs on developing the leadership in context of individual and organizational purpose. We are working on enhancing leadership capabilities and developing alignment with the leadership and senior staff on long term goals – to be on the same page, headed in the same direction, supporting common initiatives.
- Steven Kratchman Architect, P.C., New York, NY. A15-person architectural firm in New York. I worked with the owner on transitioning from an owner-centric organization to one run by a senior management team. We worked on the alignment of goals and purpose, transfer of knowledge, identification of organizational and individual incentives for success, procedures for systemizing business operations, and the development of a revenue generation process with the management team. The firm achieved a level of self-sustaining operation. The owner's role now is developing the firm's brand.