

Bio.



Barbara Rapaport.

Leadership Coach, Suzann Foerster Leadership Coaching

Barbara Rapaport passionately believes the answers are always in the room. Through her executive coaching firm, Real-time Perspectives, Barbara collaborates with individuals and organizations to create the appropriate context for those answers to surface. She has distinguished herself with local, national, and global clients for her signature ability to guide them to reflect deeply on where they want to go – and to say out loud – what is getting in their way.

Barbara's work is grounded in two substantive frameworks – the theory of Adult Development authored by Harvard Professor Dr. Robert Kegan, and a coaching methodology known as Immunity to Change™, also authored by Kegan together with Harvard colleague, Dr. Lisa Lahey. She considers herself privileged to serve as a Senior Associate faculty member at their Cambridge-based firm, *Minds at Work*. In that role, she is certified to train other professionals in the methodology and to conduct 1:1 and team coaching engagements.

Whether she is working with emerging leaders or an executive team, Barbara is a coach, consultant, and collaborator who credits her success to an amazing 20-year career at Steelcase Inc. There she was inspired to create a “real-time” approach to leadership development by successfully engaging senior leaders in immediate and ongoing development activities as they grappled with current business challenges. She helped guide a global culture transition aimed at renewing a company in grief over nine, post-9/11 salaried workforce reductions.

In her consulting practice, Barbara has worked with more than 85 varied clients in 16 countries, including Fortune 500 corporations, educational and health care institutions, professional services organizations as well as government and nonprofit agencies. She has coached senior leaders and their teams at the World Economic Forum. She has facilitated workshops and lectured internationally, specifically “Adult Development Theory and Immunity to Change™” for the Graduate Program in Business Economics at University Cork College, Ireland.

Barbara earned her BA in American Studies at Douglass College where she was inducted into the Phi Beta Kappa Society. She holds a MS in Rehabilitation Counseling from Boston University. Barbara lives in East Grand Rapids, MI with her husband, Stuart. She has two wonderful grown children and is full of pride for their accomplishments.

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