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Barbara Rapaport.  
President, Real-time Perspectives, Inc.

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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’s 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 leaders and professionals in the methodology and to conduct 1:1 and team coaching engagements.

She credits her success, ironically, to a missed opportunity. Barbara aspired to join the Foreign Service after college but was unable to do so. Years later she applied her passion for international cultures to understanding and transforming organizational cultures. She joined Steelcase in 1984, beginning a 20-year career encompassing various leadership positions that ultimately inspired her “real-time” approach to leadership development. At Steelcase she led a global culture analysis and transition strategy aimed at renewing a company in grief over nine, post-911 salaried workforce reductions.

In her consulting practice Barbara has worked with more than 75 varied clients, 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. Working with executives and organizations from across Europe, Scandinavia, Asia as well as the United States gave her the chance to reclaim her early-career goals to interact with foreign cultures.

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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