



Randel Consulting Associates

Leading Organizations through Change and Growth



MICHAEL RANDEL

AWARD-WINNING SPEAKER, ADVISOR AND CHANGE LEADER

Michael Randel has spent more than thirty years helping leaders and their teams navigate the opportunities and challenges of change and growth. He has worked with hundreds of organizations across more than twenty-five countries, spanning corporations, nonprofits, and public sector institutions — bringing the same practical, people-centered approach to every context he encounters.

His work is grounded in a simple but powerful conviction: no change will last if people feel overlooked, disengaged, or fearful. Creating the conditions where people feel genuinely safe to contribute their best thinking isn't just good leadership — it's the foundation of every successful change effort he has witnessed in three decades of practice.

Michael is the founder and director of **Randel Consulting Associates**, based in Washington D.C. His central change framework, the **RCA Seasons of Growth™**, is grounded in original research and decades of real-world application.

He is known for creating environments where trust develops quickly, perspectives shift, and people leave genuinely changed — not just informed.



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MICHAEL SPEAKS ON

Getting Change Right from the Start: Four Power Moves for Leaders

The most common reason change initiatives fail isn't what happens in the middle — it's what gets skipped at the beginning. When leaders rush past preparation, they build on unstable ground.

Through four powerful moves — Map, Mobilize, Move, and Message — participants learn to assess the landscape for change, build genuine stakeholder support, develop a workable plan, and communicate in ways that bring people with them.

The Power of Pushback: How Resistance Drives Transformation

When people push back against change, most leaders treat it as an obstacle. But resistance can be one of the most valuable signals available to a leader — if you know how to read it.

Not all resistance is the same. Some stems from confusion, some from genuine concern, some from a breakdown of trust. Each requires a fundamentally different response. This session transforms how leaders think about pushback — turning what feels like opposition into a powerful driver of lasting transformation.

The Foundation of High Performance: Building Psychological Safety at Work

What separates teams that merely function from those that truly thrive? Research consistently points to one answer: psychological safety — the belief that it's safe to speak up, take risks, and be authentic without fear of judgment.

As a Certified Facilitator of **The Psychological Safety Playbook**, Michael brings both the evidence and the practical how-to into the room. Participants explore five concrete building blocks and leave with tools they can apply immediately — building teams where people and results genuinely thrive.

Practical, grounded in real-world experience, and immediately applicable!

Participants leave ready to lead change
with calm and confidence.

