

RH FACTOR

CONSULTING GROUP

Retain. Develop. Scale.

Strategic HR Transformation | Leadership Development | Healthcare HR & NABH

Founded by Capt. Rahul Sharma | 35+ Years Leadership & HR Experience | Mumbai, India

www.rhfactor.in | +91 98201 57383

RH FACTOR



The RH Equation.

"Most organisations hire first. Then struggle to keep their best people. RH Factor reverses that equation — Retain first, then Hire right."



RETAIN

Diagnose disengagement, underperformance and attrition risk before they become exits. Preserve institutional knowledge and leadership depth.



DEVELOP

Build second and third-line leaders. Design succession plans. Deploy psychometric tools to identify high-potential talent before it walks out the door.



SCALE

Build the people-infrastructure that enables growth — HR architecture, performance systems, compliance frameworks, and culture that compounds.

About the Founder

CAPT. RAHUL SHARMA

Founder, CEO & Principal Consultant
RH Factor Consulting Group

- Ex-CHRO & CEO | Large Indian Corporates
- Indian Army — Armoured Corps (Captain)
- Organisational Psychologist
- Certified Psychometrician
- 35+ Years Across HR & Leadership
- Mumbai-based | Pan-India Practice

LEADERSHIP. CREDIBILITY. IMPACT.

A career spanning the Indian Army's Armoured Corps, ITC Hotels, Sodexo, Oracle Financial Software, IIFL, DHFL, H.Dipak & Co. (diamond industry), and now a decade of transformational HR consulting.

Transformational HR

Strategy, architecture & systems at scale

Fractional CHRO

Senior HR leadership, without the full-time overhead

Executive Coaching

CEO, CHRO and C-suite effectiveness programs

Psychometrics & OD

Science-backed assessments for senior hiring & teams

Healthcare HR & NABH

Hospital people systems, accreditation readiness

HR Audits & Compliance

Risk-mitigation across statutory and process gaps

AWARDS & RECOGNITION

Most Influential HR Leader in India — World HRD & Asia Forum | HR Warrior Award — Indira Institute of Management, Pune
Recognition in HR & Training — Federation of Nepalese Chamber of Commerce & Industries



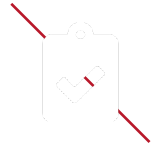
What We Do.

Four integrated practice areas — one firm, one philosophy.



Leadership Transformation & Executive Coaching

- Second & third-line leadership pipelines
- Succession planning & HiPo identification
- CEO and C-suite executive coaching
- Psychometric-anchored capability frameworks



Strategic HR Architecture

- HR systems design from ground up
- Performance management & KPI frameworks
- Compensation & benefits structuring
- HR audits, compliance & risk mitigation



Organisational Psychology & Psychometrics

- Assessment Centres & Development Centres
- Senior hiring psychometric panels
- Team profiling and behavioural diagnostics
- OD, change management & culture transformation



Healthcare HR & NABH Readiness

- NABH-aligned HR systems for hospitals
- SOP, documentation & compliance
- Credentialing & training frameworks
- Internal audit prep & accreditation support



Leadership Transformation & Executive Coaching

Building leaders who build organisations.

Leadership Pipeline Development

Identify HiPo talent using validated psychometrics before they disengage

Design structured succession plans for critical roles

Build second and third-line bench strength with capability frameworks

Executive Coaching & C-Suite Effectiveness

1:1 coaching engagements for CEO, CHRO and VP-level leaders

Transition coaching for new CXO appointments

Boardroom presence, stakeholder influence and decision quality

Organisational Development

Culture diagnostics and transformation programs

Change management for mergers, restructuring and rapid scaling

Team effectiveness, role clarity and accountability architecture



Strategic HR Architecture

The people-infrastructure that drives sustainable business performance.



HR Audit & Compliance

Comprehensive diagnostic across statutory, policy and process gaps. Risk-mapping before regulators or investors do it first.



Organisation Design

Role clarity, structure redesign and span-of-control analysis. Built for scale, not legacy.



Performance Management

KPI and KRA frameworks. Appraisal system design. Linking performance to compensation and career progression.



Compensation & Benefits

Pay benchmarking, CTC structuring, Labour Code readiness. Compliant systems that also attract and retain talent.



HR Policy Design

Policies built for the India mid-market context — practical, compliant, and actually followed on the floor.



Fractional CHRO Services

Senior HR leadership on flexible retainer. Full CHRO-level strategic input without the full-time overhead.

35+

Years Experience

6+

Industry Verticals

100+

HR Interventions

30+

Policies Designed



Organisational Psychology & Psychometrics

Decoding human behaviour at work — with science, not instinct.

01 Assessment & Development Centres

Structured AC/DC design and facilitation for senior hiring, promotions and HiPo identification.

02 Senior Hiring Psychometric Panels

Validated psychometric instruments to profile leadership candidates before appointment.

03 Team Profiling & Diagnostics

Behavioural mapping of leadership teams. Understanding what drives and derails team performance.

04 Change & OD Programmes

Structured change management interventions. Culture transformation from diagnosis to embedding.

Senior hiring decisions made on gut cost organisations deeply.

Psychometrics replaces gut with evidence.

Capt. Rahul Sharma is a Certified Psychometrician and Organisational Psychologist — a rare combination with 30+ years of applied corporate experience.



RH HEALTHCARE

CONSULTING

People Systems | NABH Readiness | Quality & Compliance

*Building Hospitals That Are Clinically Strong,
People-Driven & Accreditation-Ready.*



The Reality Healthcare Leaders Face.

The Hidden HR Crisis in Indian Hospitals

- HR systems not aligned to NABH standards
- Inconsistent documentation and SOP discipline
- Staff shortages, chronic attrition and skill gaps
- Limited training coverage, poor training records
- High dependency on a few key individuals
- Last-minute panic before NABH audits
- No credentialing framework for clinical staff

The Consequence

Quality suffers. Leadership stress compounds. NABH readiness becomes a fire-drill. Accreditation fails — or worse, is achieved on paper but not in practice.

The clinical side may be strong. The HR side is held together by two or three people who have been there forever.

RH Healthcare Consulting partners with hospitals and nursing homes (50+ beds) to fix the HR side of the accreditation equation — permanently, not just for the audit.

Led by Capt. Rahul Sharma — Ex-CHRO | Organisational Psychologist | NABH HR Specialist



Healthcare HR Services

Purpose-built for hospitals, nursing homes and healthcare groups.

01

NABH Readiness Gap Assessment

A structured diagnostic of HR gaps vs NABH standards. Delivers a prioritised roadmap — 30, 60, 90-day actions with clear ownership.

02

HR Systems Design for Hospitals

Appointment letters, appraisal systems, disciplinary frameworks, and manpower planning — designed for the healthcare operating environment.

03

SOP & Documentation Support

NABH-compliant SOP creation, records management, and documentation audit. The paper trail that auditors actually look for.

04

Training Frameworks & Competency Maps

Training calendars, competency matrices, skills gap analysis and records management for clinical and non-clinical staff.

05

Pre-Assessment Internal Audits

Mock NABH audit with a structured report. Identifies red flags before the external assessor does. Delivered with a remediation plan.

06


Leadership & Manager Effectiveness

Programs for hospital leadership — HODs, Nursing Heads, Admin Managers. Building accountability culture from within.



How We Work.

Diagnose → Design → Implement → Sustain

01 DIAGNOSE	02 DESIGN	03 IMPLEMENT	04 SUSTAIN
<h3>Assess the Reality</h3> <hr/> <ul style="list-style-type: none">HR systems and people-process auditGap analysis vs compliance/NABH standardsCulture and engagement health checkRisk identification and prioritisation	<h3>Build the Blueprint</h3> <hr/> <ul style="list-style-type: none">Practical frameworks — not textbook theoryPolicies and SOPs built for your operating contextRole-specific competency and KPI frameworksSuccession architecture and leadership maps	<h3>Execute With Rigour</h3> <hr/> <ul style="list-style-type: none">Hands-on implementation — not just reportsLine manager enablement and change communicationMilestone-driven delivery with clear accountabilityParallel compliance and documentation rollout	<h3>Lock In the Gains</h3> <hr/> <ul style="list-style-type: none">Quarterly review cadencesInternal audit and self-assessment toolsHR MIS and people analytics dashboardsRetainer advisory for ongoing governance 

What Makes Us Different.



CHRO-Grade Expertise, Consultant-Level Access

You engage a former large-company CHRO and CEO — not a mid-career HR manager. Every recommendation comes from experience at board level, not from a consulting playbook.



Science-Backed, Not Opinion-Led

Certified Psychometrician and Organisational Psychologist. Our people decisions are grounded in validated tools and behavioural science — not gut or generics.



Indian Mid-Market Specialists

Deep understanding of family-owned businesses, promoter-led companies, and mid-size hospitals. We build for your reality — not borrowed frameworks from MNC playbooks.



Implementation, Not Just Reports

We do not hand you a 100-page deck and disappear. We stay in the room until the solution works — on the floor, not just on paper.



Dedicated Healthcare Vertical

RH Healthcare Consulting is purpose-built for hospitals and healthcare groups. NABH. HR compliance. People systems. Under one roof, with one experienced lead.



Recognised Thought Leadership

Most Influential HR Leader in India (World HRD & Asia Forum). HR Warrior Award. International recognition across South Asia — with a Mumbai practice grounded in daily delivery.



Sectors & Engagement Models.

SECTORS WE SERVE

- Hospitals & Healthcare Groups (50+ beds)
- Mid-Market & Family-Owned Businesses
- Manufacturing & Industrial Groups
- Diamond, Gems & Jewellery Industry
- IT, Fintech & Professional Services
- Startups & PE/VC-backed Companies
- BFSI — Banking, Finance, Insurance
- Hospitality & Facility Management

ENGAGEMENT MODELS

HR Health Audit

Entry Point

Fixed-fee 3–5 day diagnostic. Boardroom-ready report. Surfaces compliance gaps, culture risks and leadership vulnerabilities. The natural start for most engagements.

Project Engagement

Project-Based

Defined-scope, milestone-driven delivery. For NABH readiness, policy design, succession planning, or OD interventions with a clear beginning and end.

Fractional CHRO Retainer

Monthly Retainer

Monthly retainer for ongoing senior HR advisory. Full CHRO-level strategic input — available without the full-time cost. Ideal for mid-market companies.

Executive Coaching

Per Engagement


Structured 1:1 coaching program for CEO, CHRO or senior leadership. Six to twelve session blocks. Psychometric foundation. Outcome-focused.




Let's Talk.

If people challenges, compliance risk, or NABH readiness are keeping you awake — that is precisely where we start.

Start with a complimentary 30-minute Strategic HR Discovery Call.

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RH Healthcare
Consulting

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