



Capt. Rahul Sharma

Founder & CEO, RH Factor Consulting Group

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About

Capt. Rahul Sharma is the Founder and CEO of RH Factor Consulting Group, a boutique strategic advisory practice working with founders, CEOs, boards, and leadership teams. Commissioned into the Indian Army's Armoured Corps in 1988, he transitioned to corporate life in 1995 and spent the next three decades in senior leadership roles including Group CHRO and CEO across Indian businesses, multinational corporations, and high-growth organisations. A qualified Psychometrician and Organisational Psychologist, he founded RH Factor Consulting Group in 2014.

37+

YEARS, ARMY & CORPORATE INDIA

2

BOOKS PUBLISHED

8

PROPRIETARY FRAMEWORKS

7

READY-TO-USE TEMPLATES

Book a Speaking Engagement

Keynotes, leadership offsites, and board masterclasses on performance culture, honest feedback, and building systems that earn trust.

Keynote

Workshop

Board Masterclass

CXOs & CHROs

Founders & Boards

- 1 Reach out** at rhfactor@rhfactor.in or +91 98201 57383 with your event date, expected audience size, and preferred format (keynote, workshop, or board session).
- 2 Receive a proposal** within 3-5 working days, covering topic options, session format, duration, and fee structure for your specific event.
- 3 Confirm the date** and finalise logistics: venue or virtual platform, AV requirements, and any pre-event materials for your audience.
- 4 Pre-event briefing** call to align the session to your organisation's specific context, ten days to two weeks before the event.
- 5 Delivery**, followed by an optional post-session summary note for attendees who could not stay for Q&A.

Order in Bulk

Volume pricing for leadership offsites, MBA and management institute cohorts, and induction or leadership-development programmes.

Leadership Offsites

B-School Cohorts

Onboarding Kits

Signed Copies

- 1 Send your requirement** to capt.rahulsharma@rhfactor.in with quantity needed, format (paperback or hardcover), and delivery location.
- 2 Receive a volume quote** within 2-3 working days, with per-copy pricing scaled to your order size.
- 3 Confirm the order** and payment terms; signed copies can be arranged for orders confirmed at least three weeks ahead of your delivery date.
- 4 Delivery timeline** confirmed at order confirmation, based on quantity and destination.

Frequently Asked Questions

Is the book available outside India?

Yes. The Honesty Deficit is available worldwide in paperback, hardcover, and Kindle through Amazon.

Can I request a custom topic for a speaking session?

Yes. While the core sessions draw on the eight frameworks in the book, sessions are shaped around your organisation's specific context during the pre-event briefing call.

Is there a minimum order size for bulk copies?

Volume pricing typically applies from 20 copies upward. Smaller quantities can still be arranged; reach out with your requirement and a quote will reflect the applicable pricing tier.

Do you offer virtual sessions, or only in-person?

Both. Format is confirmed as part of the initial proposal, based on your event's preference.

Can bulk orders include a personalised message or company branding?

Signed copies with a personalised note can be arranged for confirmed bulk orders. Reach out during the order confirmation step to discuss.

Who do I contact for press or media coverage, rather than speaking or bulk orders?

Use the same contact details on this sheet: rhfactor@rhfactor.in or +91 98201 57383. Please specify that the enquiry is for press or editorial purposes.

Speaking Topics

Why performance management systems fail in Indian organisations, and how to rebuild them ·
Designing variable pay that rewards the right behaviour · Performance management for promoter-led and family businesses · Building performance systems that scale with a startup · Senior leadership and board-level accountability

What Readers Are Saying

"A systems book, a case study book, and a toolkit all in one. Written from the inside by someone who has built, broken, and rebuilt these systems."

— SENIOR HR PRACTITIONER, BFSI SECTOR, INDIA

Books

The Honesty Deficit (2026) — RH Factor Leadership Series, Book Two. Available in paperback, hardcover, and Kindle.

Hiring Leaders Right — RH Factor Leadership Series, Book One. Available on Amazon.