

Trusted Counsel to *CEOs & Founders.*

ON PEOPLE · LEADERSHIP · CULTURE

EXECUTIVE ADVISORY · SUCCESSION · BOARD COUNSEL

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●WHY CEOS ENGAGE US

An Advisor at the *Table*, Not a Vendor in the Queue

"Most organisations hire consultants to execute. We work differently. RH Factor sits where the decision gets made, not after it, advising the person who has to make the call."

01

RETAIN

Board and CEO counsel on where leadership depth is thin, and what it will cost the business if nothing changes.

02

DEVELOP

Succession counsel for the roles that matter most, grounded in validated psychometric evidence, not opinion.

03

SCALE

Organisation design counsel for founders scaling past the point where instinct alone still works.

Capt. Rahul Sharma

FOUNDER, CEO & PRINCIPAL ADVISOR

A career spanning the Indian Army's Armoured Corps, and CEO and CHRO roles across ITC Hotels, Sodexo India, Oracle Financial Software, IIFL, DHFL, and H Dipak Group, the world's largest manufacturer of Princess Cut diamonds.

Three decades across the boardroom and the field. Now working with a select group of founders, CEOs, and boards as a senior thought partner, by reference and selection.

ARMY VETERAN PSYCHOMETRICIAN ORGANISATIONAL PSYCHOLOGIST EX-CEO

●WHERE WE ADVISE

Counsel at the *CEO* and Board Level

01

LEADERSHIP TRANSFORMATION & EXECUTIVE COACHING

- HiPo identification using validated psychometrics
- Succession counsel for critical roles
- 1:1 CEO, CHRO and VP coaching
- CXO transition advisory
- Culture diagnostics at board level

02

ORGANISATION & LEADERSHIP ARCHITECTURE

- Board and CEO counsel on organisation design
- Succession and leadership pipeline governance
- Performance culture and accountability counsel
- Executive compensation philosophy
- People and culture risk counsel for boards

03

ORGANISATIONAL PSYCHOLOGY & PSYCHOMETRICS

- Assessment centres for senior hiring
- Psychometric panels for CXO decisions
- Leadership capability diagnostics
- Board-level culture and OD counsel

RH HEALTHCARE CONSULTING

Board and CEO-level counsel for hospitals and healthcare groups, where people risk and NABH exposure sit squarely on the governance agenda.

NABH Governance Readiness

Board and CEO counsel on the people-related exposure that surfaces under NABH assessment, ahead of the accreditation cycle, not during it.

Clinical Leadership Effectiveness

Advisory to hospital boards on HOD and nursing leadership accountability, and the clinical-administrative alignment that determines performance under pressure.

Workforce Risk Counsel

Governance-level counsel on nursing attrition, credentialing exposure, and leadership depth, framed as board risk, not HR administration.

●THE ENGAGEMENT ARC

Counsel That Stays Through the *Decision*

RH Factor does not hand over a deck and step back. Every engagement is structured as ongoing counsel to the person accountable for the outcome, the CEO, the founder, or the board, through diagnosis, design, and the decisions that follow.

01**DIAGNOSE**

- Board-level people-risk diagnostic
- Leadership depth and succession gap analysis
- Culture and governance health check

02**ADVISE**

- Frameworks built for your context, not a playbook
- Direct counsel to the CEO or board on trade-offs
- Succession and leadership architecture options

03**COUNSEL
THROUGH
DECISION**

- Embedded advisory through the rollout, not a handover
- CEO and leadership-team alignment sessions
- Milestone governance and accountability reviews

04**SUSTAIN**

- Quarterly board and CEO review cadence
- Standing governance advisory relationship
- People-risk monitoring at board level

● WHAT MAKES US DIFFERENT

Why *RH Factor*

CHRO-GRADE COUNSEL, BOARDROOM ACCESS

You engage a former large-company CHRO and CEO, not a mid-career consultant. Every recommendation comes from board-level experience.

INDIAN MID-MARKET SPECIALISTS

Deep understanding of family-owned businesses, promoter-led companies, and mid-size hospitals, not borrowed MNC playbooks.

DEDICATED HEALTHCARE VERTICAL

RH Healthcare Consulting brings board-level NABH and workforce risk counsel under one experienced lead.

SCIENCE-BACKED, NOT OPINION-LED

Certified Psychometrician and Organisational Psychologist. Counsel grounded in validated evidence, not instinct.

EMBEDDED COUNSEL, NOT A DECK

We do not hand you a report and disappear. We stay engaged with the CEO through the decisions that follow.

RECOGNISED THOUGHT LEADERSHIP

Most Influential HR Leader in India, World HRD & Asia Forum. Author of the RH Factor Leadership Series.

● SECTORS WE ADVISE

HOSPITALS & HEALTHCARE	MID-MARKET & FAMILY BUSINESS		
MANUFACTURING & INDUSTRIAL		DIAMOND, GEMS & JEWELLERY	
IT, FINTECH & SERVICES	STARTUPS & PE-BACKED	BFSI	HOSPITALITY

● HOW CEOS ENGAGE US

Strategic HR Discovery

ENTRY POINT

A confidential 30-minute conversation with the CEO or founder to understand where people risk sits on the agenda, and whether RH Factor is the right counsel.

Fractional CHRO

STANDING ADVISORY

Board and CEO-level counsel on a monthly retainer, for mid-market companies whose people agenda has outgrown their HR function.

Executive Coaching

PER ENGAGEMENT

Structured 1:1 counsel for CEOs, CHROs, and senior leadership, six to twelve sessions, psychometric foundation.

● BEYOND ADVISORY

The RH Factor *Ecosystem*

The same counsel that sits with CEOs and boards also underpins a proprietary **assessment platform** and a **leadership publishing series**, the evidence base and the written record behind the advisory practice.

● PSYCHOMETRIC PLATFORM

Human Capital *Intelligence Platform*

A proprietary suite of validated psychometric instruments, built to support senior hiring, succession, and board-level organisational counsel across Indian and South Asian contexts.

Each instrument carries India-specific dimensions rarely covered by imported Western frameworks: adaptability under ambiguity, authority and hierarchy response, and political and stakeholder intelligence.

Used within advisory engagements, not sold as a standalone tool, the evidence base behind the counsel a CEO or board receives.

42

VALIDATED
INSTRUMENTS

10

INSTRUMENT
FAMILIES

100%

INDIA-CONTEXT
CALIBRATED

● THE RH FACTOR LEADERSHIP SERIES

Books & *Thought Leadership*

BOOK ONE · PUBLISHED

Hiring Leaders Right

ISBN 978-81-688725-1-6

A practitioner's framework for senior hiring decisions, built from three decades of Army and boardroom experience.

BOOK TWO · FORTHCOMING

The Honesty Deficit

ISBN 978-81-688725-0-9

Why performance systems reward the wrong people, and the architecture required to build one that tells the truth.

● FOR MILITARY OFFICERS IN TRANSITION

Veteran Leadership *Transition*

Counsel for officers transitioning command experience into corporate leadership, built by a veteran, for veterans.

TIER ONE

RECCE

Orientation and readiness counsel, corporate landscape briefing and personal positioning.

TIER TWO

ADVANCE

Structured coaching across interview readiness, personal brand, and role-by-role competency translation.

TIER THREE

COMMAND

Senior-track counsel for officers targeting CXO, board-advisory, or P&L leadership roles.

● FOR STUDENTS & EARLY-CAREER TALENT

Career *Intelligence*

Career-readiness psychometrics for MBA and engineering students, deployed at institute scale ahead of placement season.

Every institute receives an aggregate batch analysis, giving placement leadership a governance-level view of cohort readiness.

37+INSTITUTES IN
ACTIVE OUTREACH

*One advisor. One standard. Counsel to CEOs, founders, and boards,
under a single roof.*

**BEGIN WITH A CONFIDENTIAL STRATEGIC HR DISCOVERY
CONVERSATION**

[PHONE](#)[EMAIL](#)[WEBSITE](#)[LINKEDIN](#)