



RH FACTOR  
CONSULTING GROUP

# People. Leadership. *Culture.*

RETAIN · DEVELOP · SCALE

STRATEGIC HR   LEADERSHIP   HEALTHCARE HR

FRACTIONAL CHRO | EXECUTIVE COACHING | PSYCHOMETRICS & OD  
NABH ACCREDITATION | HR AUDIT & COMPLIANCE | ORGANISATION DESIGN

## CAPT. RAHUL SHARMA

Founder, CEO & Principal Advisor  
Ex-CHRO & CEO | Organisational Psychologist  
Certified Psychometrician | Army Veteran

+91 98201 57383

[capt.rahulsharma@rhfactor.in](mailto:capt.rahulsharma@rhfactor.in)

[www.rhfactor.in](http://www.rhfactor.in)



## ● OUR PHILOSOPHY

## 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.

## Capt. Rahul Sharma

FOUNDER, CEO & PRINCIPAL ADVISOR

A career spanning the Indian Army's Armoured Corps, ITC Hotels, Sodexo India, Oracle Financial Software, India Infoline (IIFL), Dewan Housing Finance (DHFL), and H Dipak Group — the world's largest manufacturer of Princess Cut diamonds and parent of Imaginarium India.

Three decades across the boardroom and the field. Former CEO and CHRO of large regulated enterprises. Now working with a select group of founders, CEOs, and boards as a senior thought partner.

ARMY VETERAN

PSYCHOMETRICIAN

OD SPECIALIST

EX-CEO

## ● FOUR PRACTICE AREAS

### Leadership Transformation & Executive Coaching

LEADERSHIP PIPELINE | SUCCESSION | C-SUITE COACHING

Building leaders who build organisations — from HiPo identification to boardroom presence.

### Strategic HR Architecture

HR DESIGN | PERFORMANCE | COMPLIANCE

The people-infrastructure that drives sustainable business performance.

### Organisational Psychology & Psychometrics

ASSESSMENT CENTRES | OD | CULTURE

Science-backed assessments and behavioural diagnostics for senior hiring and teams.

### Healthcare HR & NABH Readiness

HOSPITALS | NABH | CLINICAL-ADMIN SYSTEMS

Purpose-built practice for hospitals and healthcare groups — end to end.



## ● CORPORATE HR — PRACTICE AREAS 01 TO 03

## Strategic HR & *Leadership*

01

### LEADERSHIP TRANSFORMATION & EXECUTIVE COACHING

- HiPo identification using validated psychometrics
- Succession planning for critical roles
- Second and third-line bench strength
- 1:1 CEO, CHRO and VP coaching
- CXO transition and onboarding coaching
- Culture diagnostics and OD programmes
- Change management for M&A and restructuring

02

### STRATEGIC HR ARCHITECTURE

- HR systems design from ground up
- Organisation design and role clarity
- KPI and KRA frameworks
- Appraisal and performance system design
- Compensation and benefits structuring
- HR audit, compliance and risk mitigation
- HR shared services and digitisation

03

### ORGANISATIONAL PSYCHOLOGY & PSYCHOMETRICS

- Assessment Centres and Development Centres
- Psychometric panels for senior hiring
- Team profiling and behavioural diagnostics
- Leadership capability frameworks
- OD, change management and culture work
- Engagement and retention diagnostics

RH HEALTHCARE CONSULTING

*A dedicated practice for hospitals and healthcare groups — NABH accreditation, workforce systems, and the HR infrastructure that determines how well a hospital performs under pressure.*

## ● HEALTHCARE HR — PRACTICE AREA 04

## Healthcare HR & *NABH Readiness*

01

### NABH HR SYSTEMS DESIGN

NABH-aligned HR architecture covering HRM and AAC chapters. Policies, SOPs, and documentation built to hold up under assessor scrutiny.

02

### CREDENTIALING FRAMEWORK

End-to-end credentialing system for consultants, locums, and visiting specialists. Registration renewals, qualification registers, and compliance tracking.

03

### NURSING WORKFORCE MANAGEMENT

Attrition diagnostic by ward, cohort, and shift. Retention architecture for the 0 to 3 year nursing cohort. Staffing plans aligned to clinical load.

04

### TRAINING ARCHITECTURE & RECORDS

Training calendars, competency matrices, skills gap analysis, and documentation for clinical and non-clinical staff. NABH training compliance end to end.

05

### PRE-ASSESSMENT INTERNAL AUDIT

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

06

### HOSPITAL LEADERSHIP EFFECTIVENESS

Programmes for HODs, Nursing Heads, and Admin Managers. Building accountability culture, clinical-administrative alignment, and

timeline.

leadership capability from within.

● HOW WE WORK – BOTH VERTICALS





## ● WHAT MAKES US DIFFERENT

### Why *RH Factor*

#### 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. People decisions are grounded in validated tools and behavioural science — not instinct or generic frameworks.

#### 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, 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 built on daily delivery.

## ● SECTORS WE SERVE

HOSPITALS & HEALTHCARE

MID-MARKET & FAMILY BUSINESS

MANUFACTURING & INDUSTRIAL

DIAMOND, GEMS & JEWELLERY

IT, FINTECH & SERVICES

STARTUPS & PE-BACKED

BFSI

HOSPITALITY

## ● ENGAGEMENT MODELS

#### HR HEALTH AUDIT — ENTRY POINT

Fixed-fee 3 to 5 day diagnostic. Boardroom-ready report. Surfaces compliance gaps, culture risks, and leadership vulnerabilities. The natural starting point.

#### PROJECT ENGAGEMENT — DEFINED SCOPE

Milestone-driven delivery for NABH readiness, succession planning, OD, or policy design with a clear beginning and end.

#### FRACTIONAL CHRO — MONTHLY RETAINER

Full CHRO-level strategic input available without the full-time cost. Ideal for mid-market companies growing faster than their HR function.

#### EXECUTIVE COACHING — PER ENGAGEMENT

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

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

BEGIN WITH A COMPLIMENTARY 30-MINUTE STRATEGIC HR DISCOVERY CALL

PHONE

+91 98201 57383

EMAIL

[capt.rahulsharma@rhfactor.in](mailto:capt.rahulsharma@rhfactor.in)

WEBSITE

[www.rhfactor.in](http://www.rhfactor.in)

LINKEDIN

[linkedin.com/in/captainrahulsharma](https://www.linkedin.com/in/captainrahulsharma)