



Rob Hosking

TEDX SPEAKER

Most workplaces still treat pressure as an individual problem. People are expected to stay sharp, stay well, and keep deciding clearly while the operating environment around them keeps changing. Leaders need a frank way to talk about what sustained pressure does to judgement, to mental health and to team performance, without reducing it to a wellbeing slogan.

Rob Hosking is a former Police Scotland frontline officer and TEDx speaker who helps organisations talk honestly about pressure, mental health and adaptability, and equips teams with practical lessons drawn from policing and his own recovery from PTSD.

Rob Hosking's 2026 Biography

Why organisations work with Rob Hosking

- He has made decisions in 999 response situations where the cost of a poor call is measured in lives, and he can translate that experience into language a leadership team or frontline workforce will actually listen to
- His own breakdown, suicide plan and PTSD diagnosis sit at the centre of his keynote, which is why men's forums, wellbeing networks and emergency-services audiences book him to start conversations that other speakers can only describe
- The "What's in Your Vest?" framework gives audiences a concrete tool, built from a real police equipment vest, for thinking about the communication, composure and curiosity they carry into pressure
- Chris Evans nicknamed him "The Mighty Motivator" on national radio, and that platform, alongside Channel 4, Talk TV and GB News, has built the public profile that lets him land in front of senior corporate audiences at the London Stock Exchange, Kellogg's and Heathrow

Biography highlights

- Former frontline Police Officer with Police Scotland
- TEDx speaker, "Always Choose Happiness", TEDxUWE
- Author of *Lessons from the Frontline - Your Unexpected Guide to True Happiness* (Fisher King Publishing)
- Shortlisted for Best Newcomer at the 2024 Speaker Awards
- Featured on the Chris Evans Breakfast Show (Virgin Radio), Channel 4, Talk TV and GB News
- Co-founder of Rise of Happiness, Contributor to The Growth Hub, Associate Trainer for Wellity, trained mental health first aider
- Worked with the NHS, Kellogg's, London Stock Exchange, Heathrow Airport, Parker Meggitt, Secret Escapes, LetterOne, NI Water and

AVAILABLE FOR

- After Dinner Engagement
- Awards Hosting
- Event Hosting
- Guest Appearance
- Masterclass
- Panel Participation
- Speaking
- Training and Workshops
- TV and Media

ROB'S SPEAKING THEMES

- Change Management
- Corporate Culture
- Employee Wellbeing
- Mental Health in the Workplace
- Organizational Agility

LANGUAGES: English

Biography

Most workplace conversations about pressure are theoretical. Rob Hosking spent his early career as a frontline officer with Police Scotland, attending 999 calls where every decision had a tight clock and a real consequence. The practical question for any leader, of how people stay clear-headed, communicate well and keep performing when the operating environment is hostile, is the question his career was built to answer.

Hosking left policing after a single shift in which he witnessed a young man take his own life and a colleague die of a heart attack. Months earlier, in July 2018, he had planned to take his own life and was interrupted by his dog. He has since been diagnosed with PTSD and trained as a mental health first aider. That sequence is the substance of his keynote, not its preamble, and it is what allows him to speak to men's networks, emergency services and leadership audiences with a credibility that policy and academic content cannot match.

The work has earned a public platform. Chris Evans dubbed him "The Mighty Motivator" on Virgin Radio, and he has appeared on Channel 4, Talk TV and GB News. His TEDx talk "Always Choose Happiness" was delivered at TEDxUWE, and his book *Lessons from the Frontline - Your Unexpected Guide to True Happiness* was published by Fisher King Publishing. He was shortlisted for Best Newcomer at the 2024 Speaker Awards.

His "What's in Your Vest?" framework uses the contents of an officer's equipment vest as a way of asking audiences what tools they carry into pressure, including communication, composure, clarity and curiosity. He has delivered this material for the London Stock Exchange, Kellogg's, Heathrow Airport, the NHS, Parker Meggitt, Secret Escapes, NI Water, LetterOne and Bedfordshire Police, with men's mental health, wellbeing, resilience and adaptability as the recurring themes.

Key speaking topics

- Performance under pressure
- Adaptability and managing change
- Mental health in the workplace
- Resilience and stress management
- Psychologically safe leadership
- Decision-making in high-stakes environments
- Workplace wellbeing culture

Ideal for

- HR, wellbeing and DEI leads programming mental health, resilience or men's network events
- Leadership and management teams operating in high-tempo, high-consequence environments such as emergency services, healthcare, transport and infrastructure
- Internal conferences, all-hands and away-days where the brief is to open up the conversation on pressure and performance
- Wellbeing weeks, mental health awareness campaigns and employee network launches

Audience outcomes

- A frank vocabulary for talking about pressure, trauma and mental health at work, drawn from a speaker who has lived it
- The “What’s in Your Vest?” model as a shared reference point teams can return to after the session
- A clearer view of how sustained stress degrades judgement, communication and team trust
- Specific habits and behaviours, taken from operational policing, for staying decisive when conditions are unstable
- Permission, particularly in male-heavy environments, to speak earlier when something is wrong

Rob Hosking's 2026 talks & topics

999: How Do We Perform Better Under Pressure

A keynote built on Hosking’s frontline policing experience, examining how individuals and teams stay clear-headed and decisive when pressure is constant.

Key takeaways:

- Methods for holding mental clarity in chaotic, high-stakes situations
- A structured approach to rapid decision-making
- Habits that protect judgement and teamwork under stress

Adaptable is the New Sexy

A talk on adaptability as a core capability for individuals and teams facing continuous change.

Key takeaways:

- Tools for responding to unexpected disruption at work
- How to develop an adaptable mindset at individual and team level
- Frontline lessons on accepting and working with change

Stressing for What?

A session that reframes workplace stress as a shared organisational responsibility, not a private problem.

Key takeaways:

- The effect of sustained stress on people and on output
- The role of culture, recovery and wellbeing initiatives in managing stress
- How addressing stress strengthens resilience and engagement

Men Cry Too

A keynote on men's mental health, drawing on Hosking's own experience of depression, suicidal planning and PTSD inside a male-dominated police culture.

Key takeaways:

- An honest account of what mental health stigma costs at work
- Practical ways of breaking down stigma through education and language
- The role of leaders and policy in creating cultures where people speak up

Leadership Lessons from the Frontline

A leadership keynote that uses operational policing to examine trust, accountability and adaptability in leadership.

Key takeaways:

- The leadership behaviours that build empowered, engaged teams
- Why open communication and vulnerability matter in leadership practice
- Frontline lessons on accountability and leading through change

Creating a Thriving Workplace Culture

A talk on workplace cultures that take mental health, resilience and wellbeing seriously.

Key takeaways:

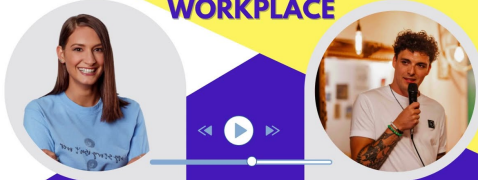
- The link between wellbeing, morale and organisational performance
- Practical approaches to supporting mental health at work
- How to build resilient, productive teams without burning them out

Rob Hosking's Videos

GLOBAL
KEYNOTE
SPEAKER



HOW EMPLOYERS CAN CULTIVATE
MENTAL WELLNESS IN THE
WORKPLACE



GUEST: ROB HOSKING

What Rob Hosking's clients say

Rob captivated our entire audience. With his keynote 'Adaptable is the new sexy', he hit the nerve of the times. His story is incredibly impressive and his journey clearly shows how well people can adapt to difficult life situations and grow from them. Rob is professional, authentic, motivating and to the point. The feedback has been incredibly positive, and I would not hesitate to hire Rob again.

Lea Maurer

Managing Director, Festival Director, HR FESTIVAL europe

Rob was absolutely brilliant. We were so pleased with his talk. He really understood what we were aiming for with the conference and delivered an incredibly motivational and inspiring talk, which slotted in perfectly. Everyone I've spoken to has mentioned how much they enjoyed listening to him. Seeing some of the high-level leaders making notes, getting involved in the discussions and taking photos of his slides was truly impressive. He really did an amazing job and we'd definitely recommend him to others.

Sam Mather

ETL Global

Rob recently opened the Occupational Safety & Health Forum with an outstanding talk on practical strategies to help individuals and teams adapt to ever-changing environments and overcome challenges. Totally inspiring and can't wait to welcome Rob back

Natasha Cobbold

For our annual Team Building event, we invited Rob as a guest speaker, and he did an outstanding job. His speech was incredibly inspirational, and the team truly valued his presentation. Rob excelled in emphasizing the significance of trust in creating a successful team and seamlessly integrated our company motto into his talk. Many thanks for his impactful appearance, Rob!

Kinga Kowalow-Mesa

LetterOne

Rob shared tips on how to be strong, stay resilient and enjoy life. He talked about this work and life experiences delivering an holistic and inspirational piece. Rob's engaging presentation style worked so well with the NIW audience which was made up of a mixture of frontline and non-frontline colleagues. He resonated with us all and his compelling stories and interactive elements kept the audience well engaged. Rob's ability to connect with participants, even in a virtual setting, was especially impressive and contributed significantly to the overall success of the event.

Feedback from our colleagues confirmed the session to be not only informative but also deeply inspirational. Many attendees have since noted that they are trying to implement the techniques and advice that was shared by Rob and have shared improvements in how they will deal with stress in their lives.

I highly recommend Rob Hosking as a speaker on resilience, coping with stress and how to best manage work / life balance. Rob's professionalism as a speaker and ability to connect with an audience makes him a valuable asset to any organisation who are truly invested in their people's wellbeing.

Alison Sweeney

NI Water

Rob was an absolute delight to deal with. He was able to take his personal experience and relate that to our audience. Rob was also able to adapt his presentation to the requirements of our business, helping focus on certain areas which was extremely accommodating. Rob captivated our audience, giving valuable lessons for both personal and professional life. Feedback has been incredibly positive, and I would not hesitate to hire Rob again.

Will Faulkner

PQA Academy

Welcoming Rob to Havering was a delightful experience. Recently, we collaborated with Rob to host a talk as part of our Men's forum. The talk was inclusive for all staff within the organisation, and it's safe to say that everyone who attended was equally impressed by Rob's fantastic presentation. Rob has a remarkable talent for sharing his personal experiences openly and respectfully. Prior to the talk, after discussing my goals with Rob, I can confidently say that he successfully encouraged staff to be observant of signs indicating someone is struggling and to ask about their wellbeing. Meeting Rob and hosting the talk was a genuine pleasure, and I look forward to the possibility of our paths crossing again in the future.

Ross Marshall

London Borough of Havering

I had the pleasure of listening to Rob one morning at the LSE. I didn't know he was going to be speaking and it was a pleasant surprise. His talk stood out from the rest and was the kind of cognitive diversity that Matthew Syed talks about. I have a good friend who's in the force. We rarely talk about work and Rob's stories reminded me of the brilliant work our police do and their utmost resilience in the face of daily challenges and adversity. In order to perform well, you need to take care of yourself. Get Rob in to talk about T.R.U.S.T.

Neil Shah

London Stock Exchange

Rob was fantastic – speaking with such authenticity and charisma, you could hear a pin drop during Rob's speech. Rob finds a unique balance of humour, depth and rawness in his speaking which lands brilliantly for an audience, delving into tricky topics in an accessible manner. Rob is honest and down-to-earth and this comes through when he speaks. We have had a huge amount of feedback on how great Rob's speech was and many have taken away huge lessons, so thank you to Rob for helping shift the dial on the important issue of men's mental health.

Heathrow's Altitude Network

Rob's talk was both poignant and captivating. We learnt how a young and free-spirited individual ventured into the arena of policing and who, over time, descended into a world of self-loathing, depression and despair wearing a mask hiding his inner feelings. At times, it was very apparent to see that Rob was reliving his experiences whilst sharing with the group which in turn made the presentation even more powerful. The insight into his life within the police service was both harrowing and uplifting. Rob delivers a totally captivating presentation that will not fail to have you talking about it to friends, colleagues and those nearest and dearest to you

Nick Reeve

Wellbeing Co-Ordinator, Bedfordshire Police

Rob's presentation revolved around his wealth of personal experience in promoting happiness and holistic wellbeing, and he has an innate ability to captivate audiences with his storytelling prowess. His authenticity and heartfelt narratives resonated deeply with attendees, creating a truly moving experience.

Celeste Miranda

CEO, Holistic Lifestyle Conference

It was an uplifting and fueling to hear Rob's journey. The honesty with which he shared his experiences was so moving and I left feeling energised and ready to start making the changes I've been putting off!"

Sarah Lamptey

BBC Presenter, BBC

Rob's talk reminded me of the power we all possess to shape our own lives and find happiness, even in the face of challenges. His genuine enthusiasm and contagious energy filled the room, creating an uplifting atmosphere that inspired everyone in attendance.

I was particularly moved by Rob's practical tips and insights on cultivating happiness in our daily lives. His thought-provoking perspectives challenged me to reassess my own priorities and adopt a more intentional approach to finding joy.

Bethel Ekaette

TEDx Organiser, TEDx UWE

Unlock the Key to Ultimate Happiness: Your Guide to a Life in Perfect Alignment!

- Rob, a former front-line Police Officer and co-founder of Rise of Happiness, shares his transformative journey of self-discovery after traumatic experiences in the Police.
- Discover the key to true happiness as Rob emphasises the importance of choosing happiness in our lives.
- Explore the profound impact of true happiness and how it can significantly benefit your life.
- Delve into understanding your core values and learn how to align your life with them.