



## Imran Rehman

**Imran Rehman is an organisation and performance specialist, a leadership coach and a co-founder of Kokoro**

Today Imran builds caring organisations and does this by getting leaders to think about how well they are taking care of the environments in which teams can speak up, help each other to be successful and collectively care about the company's purpose and profitability.

## Imran's biography

### Imran Rehman's Background

Imran enjoys challenging the status quo, provoking new thoughts and gets the conversations going with empathy and compassion. He loves learning something new each day about what makes us all tick, grow and transform. He has over 10k hours of coaching practise and has accompanied leaders, teams in diverse organisations in 70 countries across the world.

He gained his 30 years of experience by working up through the organisation from frontline roles in sales to key [leadership](#) roles as a team leader, department head and managing partner. Moreover, he began delivering talks on human systems, digitalisation, resilience and the new world of work about 10 years ago as a way to help organisations become aware of the conditions that make high-performance environments and culture happen.

Today, his lightening workshops and talks series focuses on the science of great teams, the myths on measuring human performance, leading [transformation](#) from the middle and how data can break or make humans perform at their best. He holds keynotes, impulse talks, lightening workshops or open sessions for all types of events, strategy days and large groups of up to 500 people or more.

## Imran's talks

- **The Science of Great Teams**

OVERVIEW:

After working with 1,000s of teams and speaking with global thought leaders in neuroscience, cardiology, anthropology, design, business leadership, innovation, sports, team performance—we've found a few key variables that are consistently make up high-performance environments.

AGENDA:

This 30-120 minute interactive session gets people aligned and clear about the key factors that create the conditions for great teams to perform.

OUTCOMES:

Interactive, thought-provoking, a conversation to build environments for high performance, experiential and fun!

- **An Innovative Culture - How to Create One**

OVERVIEW:

This session focuses on understanding what is culture and how to create the conditions for innovation to flourish. As Peter Drucker said, culture eats strategy for lunch. This is especially true in the context of innovation. It's critical for those building, running, funding innovation initiatives to set the conditions correctly to increase the chances of success.

AGENDA:

This 30-120 minute interactive session gets people aligned and goes into detail the key attributes needed to build innovative organisations.

OUTCOMES:

Interactive, thought-provoking, a conversation to find new ways to think about innovation, experiential and fun!

- **The Myths of Measuring Humans**

OVERVIEW:

In building Kokoro, a tool to measure team performance, we've learned a few key things that work and a few that don't. We'll share our findings on how to get the most out of your people and what to avoid when measuring their performance, engagement, happiness, or any other human outcome.

AGENDA:

This 30-120 minute interactive session gets people aligned and bust the myths of how we currently measure and why it is not working.

OUTCOMES:

Interactive, thought-provoking, a conversation to find new ways to measure humans, experiential and fun!

- **Learning Analytics Not Blaming Analytics**

OVERVIEW:

There is no right mix of analytics that will result in optimization of the whole, so don't even try. In this session we'll uncover how to measure the intangible variables that move people and create data that delights. At the end of the day, if the data doesn't help us learn and evolve why are we looking at it.

AGENDA:

This 30-120 minute interactive session gets people aligned and goes into detail of how to measure anything without blame, fear or guilt.

OUTCOMES:

Interactive, thought-provoking, a conversation to find new ways to think about analytics that

create real value, experiential and fun!

- **Leading Transformation from the Middle**

OVERVIEW:

We currently experiencing a global leadership void. 77% of leaders think they engage and motivate their people, 82% of people disagree. Leadership is not something you acquire or something you are born with. It's something we've boiled down to fixed attributes or competencies, which is simply not true.

AGENDA:

This 30-120 minute interactive session gets people aligned and how we bust the myth of the great man theory and focus on what creates follower-ship.

OUTCOMES:

Interactive, thought-provoking, a conversation to find new ways to lead in the future, experiential and fun!

- **Your Resilience Your Response**

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