

# SPEAKER KIT



**DR. RANYA  
NEHMEH**

2026

# ABOUT RANYA - BIO

**Senior HR Strategist | Keynote Speaker | Author | Adjunct Professor**

Ranya Nehmeh is a globally recognized **HR strategist, keynote speaker, and author** with over 20 years of experience in leadership development, talent management, people strategy, and the future of work. She has held senior roles with leading organizations including the European Central Bank in Frankfurt, the OPEC Fund for International Development in Vienna, and Hutchison 3G in London and Milan. Ranya brings deep expertise in navigating complex workplace challenges and driving transformational change.

A **published author and thought leader**, Ranya's insights have appeared in the **Wall Street Journal** and **Harvard Business Review**, where she has written on HR's evolving role, sustainable agility, rethinking career growth and the future of work. **Her newest book**, *In Praise of the Office: The Limits to Hybrid and Remote Work* (Wharton School Press, 2025) continues to generate global discussion. Her **earlier book**, *The CHAMELEON Leader – Connecting with Millennials*, explored leadership traits in a multi-generational workforce.

As an **adjunct professor** at the University of Applied Sciences for Communication & Management in Vienna, Ranya teaches *Leadership in the New World of Work*, preparing the next generation of leaders to thrive in dynamic and uncertain environments.

Ranya is a sought-after **keynote speaker** known for her thought-provoking perspectives on AI, HR, leadership agility, and the reinvention of the workplace. Whether addressing executive audiences, HR professionals, or global leadership forums, she delivers insightful, and actionable presentations that inspire reflection and change.

**For more information, please go to:**



# SPEAKING TOPICS

## **AI Transformation and AI Readiness**

Most organizations are investing in AI, but few are preparing their people. This keynote explores what it truly takes to become AI-ready, helping leaders build the culture, leadership, skills, and organizational capabilities needed to turn AI into lasting business value.

## **Leadership in the New World of Work**

How leaders create performance, trust, accountability, and capability in hybrid and evolving workplace models.

## **The Hybrid Work Paradox: Rethinking the Modern Workplace**

Drawing on her research and her book *In Praise of the Office*, Ranya examines the hidden challenges of hybrid and remote models, revealing what leaders must do to preserve collaboration, creativity, and belonging.

## **HR's New Role in Driving Transformation**

This talk reframes HR's mission, from policy enforcer to strategic architect, equipping HR professionals to lead change, foster agility, and deliver real organizational impact.

## **Sustainable Agility: Thriving in Uncertain Times**

Ranya introduces the concept of sustainable agility, balancing adaptability with long-term stability. She shows leaders how to respond to disruption without burning out their people or eroding culture.



# CORE SPEAKING THEMES

- AI Transformation & AI Readiness
- Human Resources & HR Transformation
- Leadership & Empowerment
- Employee Engagement & Development
- Diversity, Equity & Inclusion
- Talent Management
- Change Management
- The Future of Work

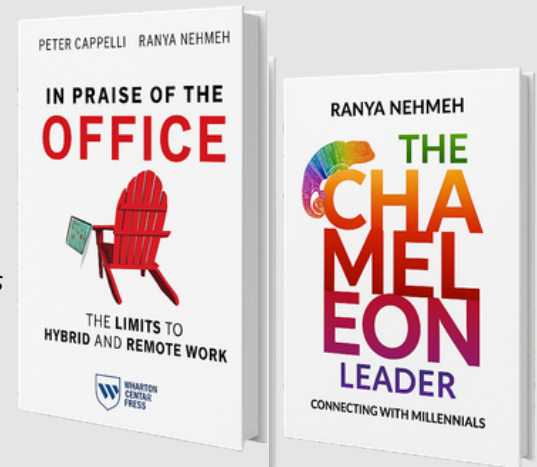
# PUBLISHED WORKS

## BOOKS:

- *In Praise of the Office: The Limits to Hybrid and Remote Work* (Wharton School Press, 2025)
- *The CHAMELEON Leader: Connecting with Millennials* (2019)

## PLAYBOOK:

- *People Strategy Playbook* (May 2026), <https://ranyanehmeh.gumroad.com/l/people-strategy-playbook>



## KEY ARTICLES:

- **The Age of HR**, chapter contribution on the Future of Sustainable Agility, <https://centerforexecutivesuccession.com/publications/age-of-hr/> (May 2026)
- *Chasing HR Buzzwords won't fix your workplace. But they might be a wake-up call*, **HR Executive**, <https://hrexecutive.com/chasing-hr-buzzwords-wont-fix-your-workplace-but-they-might-be-a-wake-up-call/> (January 2026)
- *What We Lose with Remote Work - and How to Minimize the Damage*, **Wall Street Journal** <https://www.wsj.com/lifestyle/workplace/return-to-office-remote-work-impact-29830f12> (November 2025)
- *The Limit to Hybrid and Remote Work*, **Knowledge at Wharton** <https://knowledge.wharton.upenn.edu/article/the-limits-to-hybrid-and-remote-work/> (September 2025)
- *Is Your Office Dead? Put BOND on the Case*, **Big Think** <https://bigthink.com/business/is-your-office-dead-put-bond-on-the-case/> (September 2025)
- *Hybrid Still Isn't Working*, **Harvard Business Review** <https://hbr.org/2025/07/hybrid-still-isnt-working> (August/September 2025)
- *How Companies Can Handle Layoffs Compassionately*, **Fast Company** <https://www.fastcompany.com/91387565/how-companies-can-handle-layoffs-compassionately> (August 2025)
- *It's Time to Do Away with 'Dry Promotions'*, **Harvard Business Review** <https://hbr.org/2024/07/its-time-to-do-away-with-dry-promotions#> (July 2024)
- *HR's New Role*, **Harvard Business Review** <https://hbr.org/2024/05/hrs-new-role> (May–June 2024)
- *Sustainable Agility: How HR Can Survive the Rapid Pace of Change*, **People + Strategy Journal, SHRM** <https://www.shrm.org/executive-network/insights/people-strategy/sustainable-agility-hr-survive-pace-change-summer-2024> (Summer 2024)



# MEDIA APPEARANCES RECENT TALKS

Below is a selection of my most recent speaking engagements and media features. Click each box to access the full content.



**keynote Speech at the  
HR INSIDE SUMMIT,  
Vienna**

*Sustainable Agility: HR's  
changing Role*



**Experience Leadership  
with Marc Haine**

Why Hybrid Fails



**Work Better Podcast**

*In Praise of the Office*



**THINK Business  
Podcast with Jon  
Dwoskin**

Why hybrid is  
broken



**Thought Sparks with  
Rita McGrath**

The future of remote  
work



**Your Working Life with  
Caroline Dowd-  
Higgins**

*In Praise of the Office*

# MEDIA APPEARANCES RECENT TALKS



## People & Projects Podcast

The Hidden Costs of  
Hybrid Teams

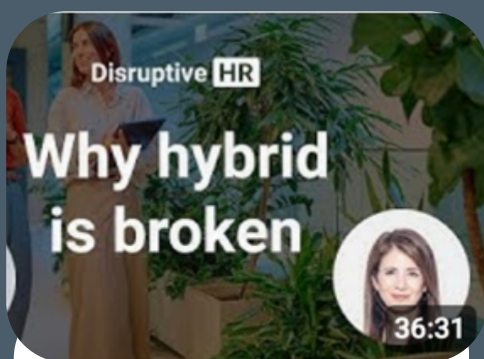


## LIVE Interview FOX Chicago

Major companies  
crack down on remote  
work - the new return-to-  
office wave



## Podcast with the Harvard Business Review IDEACAST



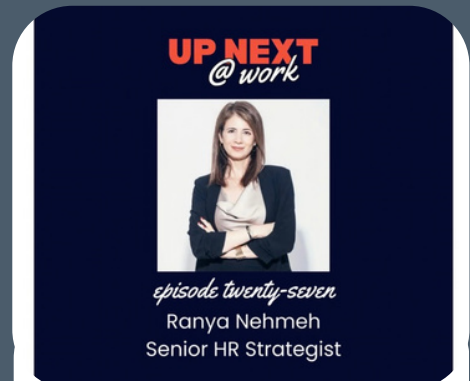
## Podcast with Lucy Adams, Disruptive HR

Why hybrid is  
broken



## Podcast with Andrea Adams, The HR Hub

The hidden cost of  
winging hybrid and  
Flexible work



## Podcast with Jeanne Achille on Up Next@Work

The Enduring Power of  
the Office

# MEDIA APPEARANCES RECENT TALKS



## Podcast with Mindtools L&D

The case (for some people) to go back to the office



## Podcast with Mike Coffey on Good Morning, HR

Is WFH DOA?



## Podcast with People Fundamentals Beterworks

The Trouble With Hybrid Work and What HR Can Do About It



## Podcast with JP Elliott on Future of HR

The Hidden Costs of Hybrid and Remote Work



## LIVE Interview with Mert & Lucas on Shake It Off

Remote Work and Innovation



## Podcast with Georgina Godwin on Visionary

Is Hybrid Still Working

# CLIENT TESTIMONIALS

“Ranya Nehmeh delivered the keynote at our Workshop for Remunerations, Allowances and Pensions at CERN, and her speech truly resonated with our audience. Drawing on her extensive experience in Human Resources and her deep knowledge of HR practices within international organisations, Ranya crafted a keynote that spoke directly to the professional realities of our participants. Working closely with our agenda steering committee, she tailored her message to challenge conventional thinking and inspire new perspectives. Her compelling and thought-provoking address sparked lively discussions that continued well beyond the session. Many attendees cited Ranya’s keynote as the highlight of our two-day event”

**International Financial Institutions Workshop Steering Committee,  
OECD/ISRP**

“Ranya delivered an inspiring and powerful keynote that truly captivated the audience. Her authentic storytelling and energy made a lasting impression and sparked great conversations long after the event.”

**Lisa Jeglitsch, Conference Producer, HR Inside Summit**

“Ranya was an outstanding guest on my show. She came prepared, answered questions thoughtfully, and demonstrated a clear understanding of topics my audience cares about. She was professional and respectful of my time - punctual to all meetings and ready to record. What stood out most though, was her depth of knowledge. She brought well-informed, practical insights that my audience will find valuable. I would recommend her to other podcast hosts looking for substantive guests.”

**Andrea Adams, The HR Hub Podcast**

“Ranya joined me for an episode of our HR Disrupted podcast and was a great guest. Her new book ‘In praise of the office’ is highly topical and creates a fascinating conversation around something that many business leaders and HR professionals are worrying about. Ranya is insightful, well-prepared and great company.”

**Lucy Adams, CEO at Disruptive HR**

“Ranya is a great speaker, thoughtful, concise, and full of insight. She brought a fresh and timely perspective that made the conversation engaging and meaningful for our audience.”

**Ross Dickie and Claire Gibson, The Mindtools podcast**

# CLIENT TESTIMONIALS

“Dr. Nehmeh’s session at the OPEC Fund helped us look at hybrid work with fresh eyes. Her research-based perspective was both timely and inspiring, especially as we continue navigating how to make flexibility work in a way that supports both individual needs and organizational goals. She offered a thoughtful reminder that hybrid models succeed not by default, but through intentional choices that help people stay connected, engaged, and able to do their best work.”

**HR Management, OPEC Fund for International Development**

“Ranya delivered a highly engaging and insightful session on rethinking remote and hybrid work models. She brought a compelling and well-balanced perspective on the future of the workplace, combining strategic insight with practical recommendations. Participants left with concrete ideas to strengthen collaboration, performance, and culture, and the session sparked meaningful and thought-provoking discussion within the HR community.”

**Coordinators of the Vienna-Based International Organizations (VBIO) HR Network**

“UpNext@Work features senior HR executives who generously share their thought leadership with our listeners. Ranya’s episode remains one of our most popular, especially given her research and expertise in the hidden benefits of the in-office work experience. She provides a helpful framework that enables HR and managers to have productive return-to-office conversations with employees.”

**Jeanne Achille, CEO, The Devon Group, Co-host UpNext@Work POdcast**

*“Ranya delivered a thoughtful, engaging, and research-based presentation on hybrid work that was both insightful and highly practical. She translated evidence and real-world experience into clear, actionable ideas, sharing them in an engaging and accessible manner. Many colleagues commented that the session was extremely helpful and left them with concrete ideas on how to move forward in their own contexts. Her ability to combine rigor, practicality, and an engaging delivery made the session particularly impactful.”*

**Senior Global HR Business Partner, World Bank Group**

# CONTACT



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