

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 **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 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

The Future of Work

How can organizations adapt to rapid change while staying human-centric? Ranya explores the shifting dynamics of work, technology, and culture, offering practical insights on building resilient, people-first organizations in an evolving landscape.

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

- 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)



KEY ARTICLES:

- *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**
*on Sustainable Agility:
HR's changing Role*



**LIVE Interview
FOX Chicago**
on 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**
on why hybrid is
broken



**Podcast with Andrea
Adams, The HR Hub**
on the hidden cost of
winging hybrid and
Flexible work



**Podcast with Jeanne
Achille on Up
Next@Work**
on the Enduring Power
of the Office

MEDIA APPEARANCES RECENT TALKS



**Podcast with
Mindtools L&D**
on the case (for some
people) to go back to
the office



**Podcast with Mike
Coffey on Good
Morning, HR**
on Is WFH DOA?



**Podcast with People
Fundamentals
Beterworks**
on the Trouble With
Hybrid Work and What
HR Can Do About It



**Podcast with JP Elliott
on Future of HR**
on The Hidden Costs of
Hybrid and Remote
Work



**LIVE Interview with
Mert & Lucas on Shake
It Off**
on Remote Work and
Innovation



**Podcast with Georgina
Godwin on Visionary**
on 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”

**Keynote Speaker at the 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

CLIENT TESTIMONIALS

“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

“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**

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