



Rohan Paul

President & Senior Advisor

After more than 25 years of work with leadership teams, Rohan is more convinced than ever of one thing: how a leadership team works together explains more about performance than who is on it. As President of Teamalytics, he leads a firm built on that conviction, with practitioners who have sat in the seats their clients sit in.

Rohan started in leadership development at Breakthrough in Bangalore, India during the early 2000s, helping global firms develop leaders and teams navigate the chaos of India's outsourcing boom. Organizations were scaling fast, navigating cultural complexity, and struggling to retain talent. He led engagements across India, Egypt, Slovakia, Singapore, Sri Lanka, and the United States. In 2007, he joined The Flippen Group and played a key role in building Teamalytics into what it is today.

Rohan has worked with leadership teams in global private equity firms, Big 4 accounting firms, multinational corporations, and portfolio companies tasked with delivering the investment thesis. The work centers on surfacing behavioral constraints that stall execution, building shared standards teams commit to publicly, and making sure those standards hold after the engagement ends. That work has shown up across PE-backed portfolios in hospitality, defense, oil and gas, waste management, and infrastructure.

As President, Rohan sets the strategic direction of the firm and leads a team of seasoned practitioners, most with decades of C-suite and operating experience. He believes the highest form of leadership isn't carrying the most. It's building the conditions where mission-driven practitioners can do the best work of their careers, for each other and for the clients they serve. He is focused on how first-principles thinking and AI can expand what Teamalytics delivers: lasting impact to more leaders and firms. Rohan and his wife, Sharon, live in College Station, TX with their two daughters and have lived and worked across several continents.



EDUCATION

Left university to build and lead a leadership development firm headquartered in Bangalore, India where he continues to serve as an advisor to the board

CAREER HIGHLIGHTS

- 25+ years developing leaders and teams across six continents
- 19 years with The Flippen Group, where he helped build and now leads Teamalytics
- Board member, international youth leadership organization, 3M+ children in 175 countries