PERFORMANCE REHAB™

YOUR SYSTEM IS TIRED. YOUR PEOPLE ARE NOT THE PROBLEM.



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TRUSTED BY TEAMS NAVIGATING PRESSURE

NASA · City of Houston Texas · Shell · Department of Justice Federal Bureau of Investigation · DELL

UHD University of Houston Downtown · UNITED · lululemon · SHRM Linkage

Performance Rehab™ is a leadership and performance methodology for redesigning the environments so people can think clearly, lead well, and execute at a high level.



Get more from performance without taking more from your people.

"She was **amazing**. The crowd was engaged from the moment she entered the stage to the time she departed, leaving them **inspired** with practical tips and tools for immediate implementation."



Tamla Oates-Forney
Former CEO, SHRM Linkage

"Khaliah is a **powerhouse** on stage. She has a rare ability to connect deeply with her audience, blending vulnerability, humor, and actionable insights in a way that truly resonates."



Brandon Fair
Vice President, United Airlines

"Best close!!!"



Amy Moore
Director of Sales, Medtronic



THE WORK, RECOGNIZED.

TEDx

TEDx Speaker

Exploring the intersection of overperformance and how naps can reset your nervous system.

THE BUSINESS JOURNALS

40 Under 40

Named to the Houston Business Journal's class of standout young leaders.

NB NAP BAR

Tech Founder

REST-TECH VR

Proprietor of RestTech VR and Founder of Nap Bar, bringing restorative rest technology into the workplace.

Khaliah O. Guillory Day

OCTOBER 29

Proclaimed by the City of Houston for her philanthropic work in the community.

UHD University of Houston DOWNTOWN

Commencement Speaker

MBA PROGRAM

Invited to address the University of Houston–Downtown graduating class.

Presidential Lifetime Achievement Award

RECIPIENT

Recognized for outstanding, sustained service to the community.



Yo!

I'm Khaliah. And before you scroll past this section like you do every other speaker bio on the internet, hear me out for a second.

I'm a former Fortune 100 Vice President, TEDx Speaker, Certified Sleep Coach, Tech Founder, Global Speaker, and former NCAA Division I Women's Basketball Team Captain at the University of Central Florida. Yes, all of that is real. Yes, it is a lot. And every single piece of it shows up in the room when I speak.

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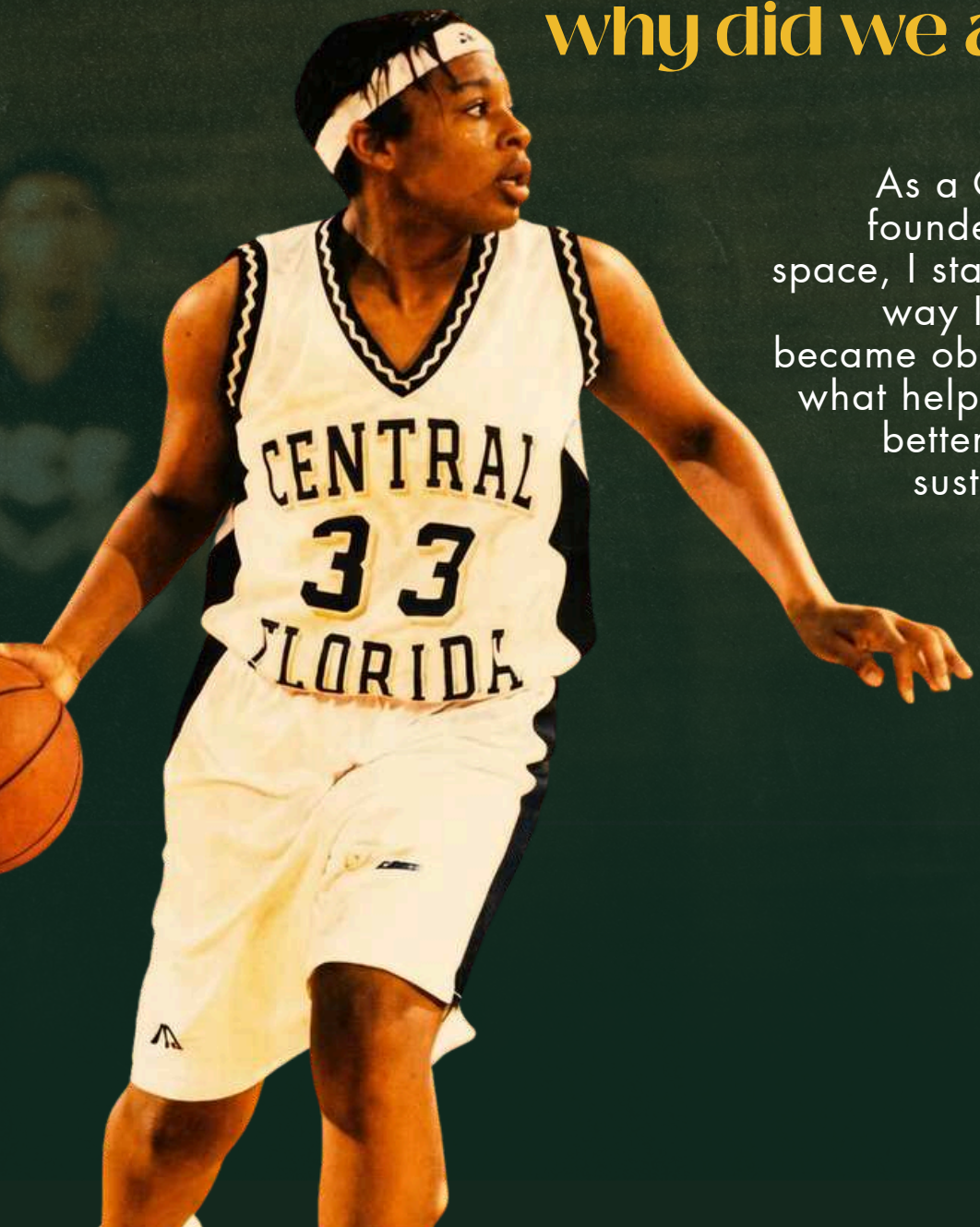
I have been tired in ways I could not explain to anybody.

Performing at a high level while silently running on empty and telling myself that was simply what success felt like. That was the price of the dream. Until I started asking a different question...

Who built this system, and why did we all agree to it?



As a Certified Sleep Coach and founder in the tech and wellness space, I started studying recovery the way I once studied game film. I became obsessed with understanding what helps people stay sharp, make better decisions, lead well, and sustain performance when the demands keep coming.

D1
Team Captain
Women's Basketball

$1B
Book of business
overseen

200+
Employees led

We had spent decades asking people to improve their performance without giving nearly enough attention to the environments they were being asked to perform in.

That realization became

Performance Rehab™

THE METHOD

SEE IT

1 Diagnose the Friction

DESIGN IT

2 Rebuild for Performance

SUSTAIN IT

3 Protect the Capacity



When all three work together, people don't have to compensate for what's broken around them.

Performance Rehab™

works on three pillars



CULTURE

How people experience the organization.

PERFORMANCE

How work actually gets done.

WELLNESS

What makes performance sustainable.

KEYNOTE ONE

Performance Rehab

Your system is tired. Your people are not the problem.



THE PROBLEM

Great people can only compensate for a broken environment for so long.

Organizations invest in leadership development, technology, engagement, and wellness, then send people back into the same environment that made great work harder in the first place. Performance Rehab™ changes the conversation.

THIS ONE'S FOR:

The rooms ready to stop talking around the problem.

Annual leadership conferences, HR and people strategy summits, executive retreats, and culture events where the room is ready to stop talking around the problem and start doing something real about it.

WHAT YOUR AUDIENCE WALKS AWAY WITH:

- → A practical way to recognize the friction making great work harder than it needs to be.
- → New language for the tension their teams are already feeling but may not be naming.
- → Leadership behaviors that strengthen culture and support performance.
- → A clearer understanding of recovery as a performance strategy.
- → Practical strategies for building high performance that can be sustained.

Nobody leaves thinking about performance the same way they walked in.

KEYNOTE TWO

Performance RX

You're hitting every number. And running on empty.



BEHIND THE NUMBERS

Two versions of the same high performer.

There's the high performer who closes the quarter, leads the room, and hits the number. Then there's that same person trying to remember the last time they felt genuinely energized by the work.

THIS ONE'S FOR:

The rooms serious about keeping top producers producing.

Sales conferences, national sales meetings, revenue leadership summits, high-performer programs, women in sales events, and organizations that want their best people performing at a high level for the long haul.

WHAT YOUR AUDIENCE WALKS AWAY WITH:

- → Strategies for setting a sustainable pace without lowering the standard.
- → A clearer understanding of what can quietly drain performance, even when the numbers still look good.
- → Practical ways to protect focus, energy, and decision-making when expectations are high.
- → A new way to think about recovery as part of performing well.
- → A personal approach to performance and recovery they can begin using immediately.

The number tells you what they delivered. It doesn't tell you what it took to deliver it.

KEYNOTE THREE

The Human Side of Change

Change moves at the speed of trust.



THE HALLWAY CULTURE

Every organization has two cultures. The one on the website. And the one in the hallway.

Nobody built their culture deck to include the part where people quietly stop raising their hand. Or where the real conversation starts in the parking lot. Or where the smartest person in the room has learned to stay silent.

That's the hallway culture. And when change shows up, that's the culture it meets. New technology. New leadership. New strategy. A merger. A reorganization. AI. Whatever the change may be, people experience it through the culture they're already working inside of.

THIS ONE'S FOR:

The rooms realizing the strategy was the easy part.

Executive leadership conferences, culture and organizational transformation events, HR and people strategy summits, and organizations navigating AI adoption, new leadership, restructuring, growth, or significant change.

WHAT YOUR AUDIENCE WALKS AWAY WITH:

- → A clearer view of the gap between the culture leadership communicates and the one employees actually experience.
- → A better understanding of what resistance can reveal about trust, communication, and readiness for change.
- → Leadership behaviors that help people ask questions, learn, adapt, and speak up when something isn't working.
- → Practical ways to strengthen trust and psychological safety during periods of uncertainty.
- → A way to assess whether the organization is ready for the change being introduced, including AI and other major transformations.

No tech stack fixes a trust problem.

KEYNOTE FOUR

The Recovery Edge

The science behind sustainable high performance.



READING THE SYMPTOMS

It shows up everywhere the P&L doesn't.

It does not get flagged in the quarterly review. It shows up in the decisions that get made on empty, the talent that quietly walks out the door, and the leaders who are physically present but nowhere close to their best.

The Recovery Edge connects the science of recovery to what leaders see every day: decision-making, creativity, focus, leadership presence, and the ability to perform when the pressure is high.

THIS ONE'S FOR:

The rooms ready to treat capacity as strategy.

Wellness and benefits conferences, healthcare leadership events, women's leadership summits, executive networks, total rewards and HR conferences, and any organization serious about keeping great people great instead of watching them quietly become great somewhere else.

WHAT YOUR AUDIENCE WALKS AWAY WITH:

- → A clear understanding of how sleep and recovery affect focus, decision-making, creativity, and performance.
- → A better way to recognize when high performance is starting to run on depleted capacity.
- → Practical recovery strategies people can use when the pace and expectations are high.
- → A new way for leaders to talk about capacity while maintaining high expectations.
- → A clearer understanding of what sustainable high performance looks like in practice.

Every high-performance culture has a leak. It does not show up on the P&L.

$411B

Lost by U.S. employers every year to sleep deprivation alone. That is not a wellness statistic, that is a business emergency dressed in business casual.

80%

of the global workforce says they lack enough time or energy to do their work.

This shows up in the numbers.

$322B

The estimated annual global cost of burnout-related turnover and lost productivity.

WORKSHOPS

FROM INSIGHT TO IMPLEMENTATION

They're built for teams ready to move from insight to implementation, with the space to dig deeper, work through what's happening, and put new ideas into practice. Each workshop can be customized by audience, length, and organizational goals.



THE EVENT ENDS. THE WORK DOES NOT HAVE TO.

WORKSHOPS • STRATEGY SESSION • 1:1 COACHING

Conversations built to go deeper.

WHERE THE REAL WORK GETS DONE

CULTURE BY DESIGN

Pairs with the Performance Rehab keynote.

The culture on your website and the culture in your hallway are not the same thing. This workshop helps close the gap between culture you claim and the one people feel.

BUILDING AI READY HUMANS

Pairs with the The Human Side of Change keynote.

Your tools are ready. The question is whether your people are. This workshop prepares your people for the pace of change, not just the technology driving it.

RECOVERY BY DESIGN

Pairs well with The Recovery Edge and Performance Rx keynotes.

You can't protect people's capacity if the way they work keeps draining it. This interactive workshop creates the blueprint to build wellness into the way your people work and perform.

TWO WAYS TO KEEP GOING

Performance Rehab™ Strategy

Bring the right decision makers together to identify what needs attention, make decisions, , assign ownership & determine what happens next.

1:1 Executive Coaching

Private coaching for executives, leaders, founders, and high performers ready to apply the work to how they lead, perform, and recover.

WHAT CHANGES AFTER PERFORMANCE REHAB™

Culture on the wall *to* **Culture in the room**

The vibe in the Zoom room finally matches the values in the handbook..

Just getting by *to* **Capacity to perform**

People have greater capacity to think, decide, collaborate, and do their best work without constantly running on empty.

Losing good people *to* **Keeping great ones**

When talented people feel supported by the environment around them, staying becomes an easier decision.

From the way people experience the culture to the way leaders show up, the shift becomes visible in the work.



IMMERSIVE RECOVERY TECHNOLOGY

A RESET YOUR PEOPLE CAN ACTUALLY EXPERIENCE

Rest Tech™ is a proprietary immersive VR recovery experience designed for conferences, leadership meetings, and workplaces where people are expected to perform at a high level.



Click to watch Rest Tech in action



Your people don't need another reminder to take care of themselves.



PERFORMANCE REHAB GIVES YOU THE BLUEPRINT → REST TECH LETS YOU EXPERIENCE IT

THE EXPERIENCE

CHECK IN

Participants are welcomed by the Rest Tech™ team and prepared for their experience.

RESET

Participants enter an immersive VR recovery experience designed to create intentional space away from the demands around them.

MEASURE

Select experiences include pre- and post-assessments that capture perceived mental stress and participant feedback.

RETURN

Participants return to the event or workday with greater awareness of how recovery can support clarity, focus, and performance.

Available as a standalone experience, keynote enhancement, or part of a larger Performance Rehab™ engagement.

RECOVERY IS SOMETHING WE CAN MEASURE

52%
of pilot participants increased their measured productivity rate.

38%
of participants experienced a double-digit increase in productivity.

38%
the improvement in average productivity rate compared with the non-participant group*

And performance wasn't the only thing that moved. Participants also reported:

- Higher alertness
- Feeling more rested
- Better mood
- Higher employee satisfaction
- Lower mental stressors

"To have spaces dedicated at conferences where people can kind of de-stimulate and focus on their recovery is a **game changer**."

Participant



*Results from The Harris Center Rest Pilot Study.
16 participants compared with 16 non-participants.

THE POWER OF A NAP

A deeply personal story about rejection, rest, healing, and what can happen when we stop treating rest like something we have to earn.



Press play to watch the full TEDx talk.

THIS ONE IS PERSONAL.

LET'S WORK TOGETHER TO

Change the Environment

NOT JUST ASK MORE OF THE PEOPLE.



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