

Paul Prathap

Prathap Latchmanan · Founder, Men-Kind

Nineteen years in uniform from the age of eighteen, a battalion command and more than 2,000 live operations. He speaks on what holds, and what gives, when the pressure arrives.



Former SAF Battalion Commander ICF Professional Certified Coach (PCC) PhD in Defence and Security (in progress), Cranfield

About

Paul Prathap spent nineteen years in uniform, from the age of eighteen, seventeen of them as a regular. His last command was a military police battalion of 650 soldiers and 80 working dogs, through more than 2,000 live operations. He completed his regular service in August 2026 as a Lieutenant Colonel. He founded Men-Kind, a Singapore practice in executive coaching and leadership development, with 1,100+ coaching hours across 300+ clients. His doctoral research at Cranfield University is on crisis leadership, and his analysis of Singapore's crisis controls ran in the Lowy Institute's *The Interpreter* in September 2026.

Talks

- 1 **Judgement, Cohesion, Command: Ready Before You Have To Be**
Readiness sits in three places: the team's judgement, its cohesion, and the leader who makes the final call. This talk shows how to test all three before a crisis does it for you, drawing on the Readiness Triangle and command across 2,000+ live operations.
For executive teams, boards, risk and business continuity audiences
- 2 **From VUCA to BANI: What the New Acronym Demands of Leaders**
VUCA described the weather. BANI describes how it feels to stand in it. The talk takes brittle, anxious, nonlinear and incomprehensible one at a time, and what each asks of a leader and a team on Monday morning.
For leadership conferences, HR and L&D, strategy offsites
- 3 **The Role Comes Off: Identity, Pressure and the Person Underneath**
Capable leaders can deliver against every metric and still feel hollow. Using the Leadership Identity Matrix™, this talk maps role performance against inner clarity, and what it takes to build the person who is still standing when the title goes.
For men's health month (November), men's wellbeing and career transition programmes

Formats

- Keynote
- Panel or fireside conversation
- Keynote plus workshop: Built to Hold team scorecard, LEGO® Serious Play™ or a live decision exercise
- In person in Singapore and the region, or online

Organisations served include

MINDEF · National University of Singapore · Tan Tock Seng Hospital · Unilever

Recent

KPMG FutureScape 2035: presenting LEGO® Serious Play™ methodology

"We came in as a team that worked together. We left as a team that understood each other."

Management Team, Unilever Singapore