



— RACHEL NEYLAN PERFORMANCE CONSULTING

# Surgeon Performance Readiness™

A performance protection and  
optimisation system, built  
specifically for surgeons.

**Rachel Neylan** · OLY, MSc, BAppSc

## — THE GAP

# We upgraded the tools. We never upgraded *the* *surgeon.*

Every other elite performance domain, professional sport, aviation, the military, invests deliberately in the science of human performance: physiological monitoring, recovery architecture, cognitive regulation, longevity protection.

Surgical careers are built and broken on the same variables. Surgeons are potentially the most uncoached elite performers in the world - this is the gap I am closing.



## — THE RATIONALE · THE EVIDENCE

Surgical excellence is a long-term performance system that demands deliberate investment across physiology, cognition and recovery. The evidence base is here, and it is growing.

# 793

procedures monitored found higher early-case physiological balance linked to significantly fewer major complications.

Awtry et al., 2025 · JAMA Surgery

# HRV

A validated, real-time biomarker of stress and resilience in surgeons. Sleep is among the most potent recovery levers available.

Jevsevar 2021 · Nandhra 2024

# 6 mo

Physicians who tracked their physiology reported significantly lower burnout and higher resilience after six months.

Dyrbye et al., 2025 · RCT



## — WHY RACHEL

# Human performance, through *three lenses*.

I spent 14 years as a professional cyclist, and know from experience that world-class performance is never an accident. It is built deliberately, through science, coaching, and systems that protect the human at the centre.

**OLY** · Olympian, ex-professional cyclist & World Championship medallist

**BApp Sc** · Physiotherapy · **MSc** · Coaching Psychology



— THE SOLUTION

# Surgeon Performance Readiness

Five ways to *close the gap*.

Each piece stands alone, and each one strengthens the others.

**READ**

01

## Positioning Paper

The Uncoached Athlete: the thesis and peer-reviewed evidence base behind the system.

**SPEAK**

02

## Keynote

The Surgeon Athlete: the talk that reframes surgeon performance and shifts the paradigm.

**BUILD**

03

## Workshop

The Surgeon's Performance Stack. An immersive workshop to drive tangible change.

**COACH**

04

## 1:1 Coaching

Three tiers of high touch personalised 1:1 coaching, from monthly to fully comprehensive.

**SCALE**

05

## SurgeON Track™

A coaching, education and tracking app, ready for distribution and licensing.

## — WHAT IT PROTECTS

# Five strategic outcomes for *health systems*.

It pays for itself by preventing a handful of cancelled lists, or keeping one senior surgeon in the OR a year longer. Everything beyond that is upside.



### OR Reliability

Supports consistent surgeon capacity: fewer late starts/finishes, reliable volume, reduction of cancelled procedures.

### Attraction & Retention

Attract and retain the best surgeons to institutions investing in optimal conditions for their surgeons.

### Surgeon Longevity

Protecting physical and cognitive capacity that determines career length. Reduction in MSK pain and injury. Burnout prevention.

### Patient Safety

Stronger decision-making, technical consistency, safe and efficient team performance.

### Brand Differentiation

Become the recognised leader in surgeon performance excellence.

— 01 · POSITIONING PAPER

# The Uncoached Athlete

*Redefining Human Performance in the OR*

The written thesis and the rationale behind the system. A peer-evidenced case for treating the surgeon as the elite performer they already are. It draws on the science of stress regulation, HRV, sleep, recovery and deliberate practice, and maps it directly onto the operating theatre.

[Read the positioning paper →](#)





## — 02 · KEYNOTE

# The Surgeon Athlete

A keynote that reframes how surgeons, hospitals and colleges think about human performance. I take the audience from the start line of an Olympic Games to the start of a full surgical list, and show why world-class performance is never an accident.

You all know the *what*. What I give you is the *why* and the *how*. And I promise: no burpees.

Conferences & industry events

Surgical division meetings

Grand rounds

College & society meetings

Device advisory boards

## The Surgeon's *Performance Stack*

A hands-on workshop (4-8 surgeons) building a personal performance strategy. Aggregate gains, compound capacity.

- **Sleep & recovery architecture**

Putting back what the OR extracts.

- **Neurobiology & stress regulation**

Toggling between go and flow under load.

- **Fuelling & hydration**

The substrate for sustained focus.

- **Physical Conditioning**

Strength + endurance training for performance & injury prevention.



## 1:1 surgeon coaching, *three ways in.*

A highly personalised framework designed to support sustainable high performance while protecting long-term health and career longevity.

### TIER 1 · ESSENTIAL

#### Launchpad

- Monthly 60-min coaching session
- Baseline performance assessment
- Sleep & fatigue starter plan
- Monthly workload review
- Light WhatsApp / email support

### TIER 2 · ELITE

#### High Touch

- 2 sessions monthly, flexible cadence
- Conditioning & longevity programming
- Integrated sleep, fuelling & recovery
- Continuous monitoring: HRV, sleep, load
- Quarterly review with data summary

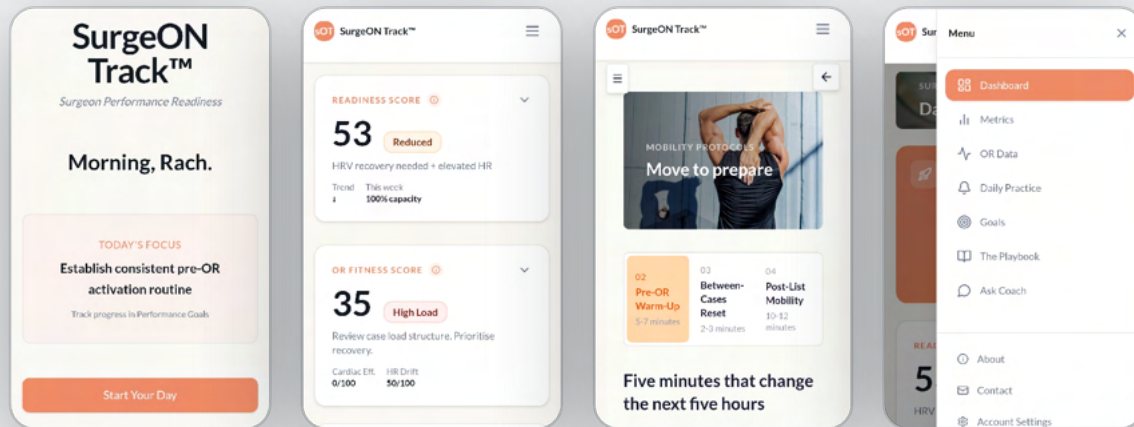
### TIER 3 · PROFESSIONAL

#### 360° Comprehensive

- Coaching + performance lab sessions
- In-OR assessment
- Advanced biometrics & analytics
- Daily access + rapid response
- Leadership & cognitive-load coaching

# SurgeON Track™

A performance coaching app that treats the surgeon as the elite performer they are. Two daily scores turn wearable data and case load into recovery and performance guidance.



**SRS** Surgeon Readiness Score

**ORFS** OR Fitness Score

Connect wearables

CSV case data import

Daily reminders

Daily rhythm builder

Goal tracking

Integrated tracking

The Performance System Playbook

Coaching portal

— THE REFRAME

The most advanced system in the OR has always been, and always will be, *the surgeon.*

Smarter devices, faster technology **and** stronger surgeons. Sustainable performance is the new gold standard.



— LET'S CLOSE THE GAP

We spent millions  
sharpening the  
scalpel. Time to  
strengthen **the**  
**hand that holds it.**

Keynotes · Workshops · Coaching · SurgeON Track™ Platform

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