



BIO

Shamis Pitts (she/her) is the Founder and CEO of Pitts Leadership Consulting, a human capital consulting company specializing in organizational health and business readiness. PLC helps organizations create the conditions that drive employee retention and performance to amplify profitability and impact.

Shamis has operated at the intersection of strategy, people management and leadership, and operations for 25+ years within various industries. She holds an MBA from Cornell's Johnson Graduate School of Management, concentrating in leadership and strategy, and a BA in Sociology from the University of Pennsylvania. Shamis is an ICF-Certified Professional Coach at the PCC level, a SHRM-SCP, an ATD member, and holds other DEI and coaching-specific certifications.

Shamis has been featured in *Employee Benefit News* and in *Authority Magazine*. She's also a Featured Expert in the Growth Leadership course within The Bank of America Institute for Women's Entrepreneurship at Cornell online certification. Shamis was awarded a Bronze Stevie for "Mentor or Coach of the Year – Business" at the 21st annual Stevie® Awards for Women in Business and was also selected by *Profiles in Diversity Journal*® as a 2024 Women Worth Watching® in Leadership.

KEYNOTES

Be a Leadership R.E.I.G.nmaker

How to sustain high performance over time and have the ability to adapt to changes, opportunities and disruptions while engaging employees along the way.

Leading from the Seat You're In

How to influence and drive engagement based on your role.

Your Wellbeing Matters: Be empowered by giving and receiving

How to amplify resilience to effectively lead self, leads others and lead organizations.

Overcoming Imposter Phenomenon: You have the right to be here

How to bust the myth that you're not enough and advocate for self to feel empowered at work and in life.

CONNECT WITH SHAMIS

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TESTIMONIALS

Emily O'Ryan, MiTek Women Co-Chair

"Shamis was an incredible keynote speaker at our ERG's conference held the week of International Women's Day. We pursued her services because of the research and practices she shared on empathy and wellbeing. Shamis equipped us with a toolbox of tips on how we check in with ourselves and with our teams. She reminded us that compassion is not just intended for others, but to remember ourselves for the purpose of being our best in our work, in our lives, and for our families."

Matt Orton, Head of Advisory Solutions and Market Strategy Raymond James Investment Management

"Shamis led an amazing session. The keynote was everything we were looking for and her time with us was so greatly appreciated. The feedback was universally positive and I know the RJIM team can build upon her message."

SAMPLE INTERVIEW QUESTIONS

- What is organizational health and why does it matter?
- What challenges are business leaders facing today and how are they navigating them to achieve their goals?
- What is business readiness and why is it important?
- What are business leaders missing when it comes to managing today's employees?