



Shamis Pitts is the Founder and CEO of Pitts Leadership Consulting, a human capital advisory firm that translates strategy into decisive team execution, clear accountability and restored operational momentum. With more than 20 years of experience across corporate, higher education, nonprofit and high-growth environments, she serves as a trusted advisor to senior leaders navigating complexity, change and growth. Her work focuses on strengthening organizational health, aligning culture with strategy and building the leadership capability required to sustain performance and drive results.

Shamis' approach integrates executive coaching, data-informed insights and The R.E.I.G.n.® Alignment Engine, which aligns people, purpose, process, outcomes and metrics to drive measurable impact across communication, collaboration and performance. Her coaching capabilities inform how she listens, challenges thinking and helps leaders translate insight into action. She brings together academic research, deep professional experience and lived insight to address complex organizational challenges.

Shamis holds an MBA in Leadership and Strategy from Cornell University's Johnson Graduate School of Management and a BA in Sociology from the University of Pennsylvania. She is an ICF Professional Certified Coach (PCC) and a SHRM Senior Certified Professional, with additional credentials in inclusion, belonging and strengths-based development.

Shamis' expertise has been featured in *Employee Benefit News* and *Authority Magazine*, and she has contributed to publications including the National Career Development Association's *Career Convergence* and The Executive Leadership Council's Institute for Leadership Development and Research. She is also a Featured Expert in Cornell's Bank of America Institute for Women's Entrepreneurship. Shamis has been recognized with a Bronze Stevie® Award for Mentor or Coach of the Year – Business and as one of *Profiles in Diversity Journal's* 2024 Women Worth Watching® in Leadership.

Beyond her client work, Shamis serves as a Founding President's Council member on the leadership advisory body of The Acceleration Project, a nonprofit that provides strategic and operational support to under-resourced small business owners. She is also committed to mentoring early and mid-career women of color and frequently serves as a speaker, mentor and advisor across academic and professional communities. Shamis loves playing golf with her spouse and volunteering at the Food Bank for NYC.

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