



Pratchi Shah
Flourish Talent Management Solutions, LLC

Pratchi Shah is an HR strategist and executive with twenty years experience in all aspects of talent management, human resources, and organizational development in the nonprofit and for profit arenas.

Pratchi is the founder and CEO of **Flourish Talent Management Solutions (FTMS)**, a firm that works exclusively with the nonprofit sector, around talent strategy development; strategy and culture alignment; training and organizational development; and coaching for executives and emerging leaders.

Prior to launching FTMS, Pratchi was the Chief Talent Officer (CTO) for **Independent Sector**, a nonprofit coalition of more than 600 member organizations that leads and mobilizes the charitable community.

Before returning to the nonprofit sector, she was the Global Director of the Employer of Choice function for **Watson Wyatt Worldwide** (now TowersWatson).

Pratchi regularly speaks about talent issues to national nonprofit audiences, recently including the 2014 Council on Foundations (COF) Conference, 2013 Independent Sector Annual Conference, 2011 Philanthropy Midwest Conference, COF Diversity and Inclusion webinar, and has been quoted in the *New York Times* annual "Giving" section regarding talent trends within the nonprofit sector.

She holds an MBA from American University, a BA from Eckerd College, and an executive coaching certification from the Newfield Network. Pratchi serves on the Board of Directors for Atlas Service Corps and Pro-Inspire.