



Charles Pulliam is the CEO and Senior Partner of **Solushiens** (**Solushiens** is a Texas based professional services company specializing in workforce performance consulting). In collaboration with **Solushiens'** partners and advisors, his diplomatic personality and Socratic leadership helps to provide calm and clarity to every engagement.

Charles is a patriotic United States Air Force veteran. His diverse business perspective and passion for people is sought after by organizations to help architect systems for the realization of mission critical objectives. Because of personable and inspirational communication style, he is often a featured speaker on a wide range of topics related to helping people and companies reach their full potential.

He is a *Talent Optimization* expert with emphasis on quantitative and qualitative people-data gathering and analysis. He uses a growth mindset to teach leadership attributes as part of an acclaimed multi-discipline leadership development program. His practical thinking led to the development of a "*Pivot Planning*" framework, which is changing the way progressive companies plan and execute strategies. His experience with and ability to work with all people has brought him notoriety as a diversity, equity, inclusion, and access thought leader. He utilizes a systems approach, unique frameworks, and customizable methodologies to improve mastery and performance-based staff development outcomes.

Charles earned his Bachelor of Business Management degree from LeTourneau University and his MBA from Dallas Baptist University. His workforce performance industry experience includes: consulting, professional services, application development, healthcare, health information systems, legal information systems, warehousing and distribution, retail, oil & gas, nonprofit, and K-12 education (public, charter, and private schools). He is a Certified Personnel Consultant (CPC), A certified behavioral specialist, and a certified Texas educator.

When he is not serving clients, mentoring, playing golf, or enjoying his family, Charles serves the community as part of Houston Methodist Hospital Board of Trustees, League City Regional Chamber of Commerce Board of Directors; Houston Veterans Chamber of Commerce Board of Directors; and Sanctuary Foster Care Board of Advisors. He loves horses more than dogs and WAY more than he loves cats.