

CURRICULUM VITAE

Leslie Pratch

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Education:

- B.A. Williams College, 1984. Cum Laude. Majored in Religion
- M.A. The University of Chicago, 1989. Human Development. Focused on psychological, sociological, and anthropological theory and research on human development; see below for Trial Research
- Ph.D. Northwestern University, 1995. Clinical Psychology (A.P.A.-accredited). Dissertation on “Some Personality Correlates of Small Group Leadership Effectiveness in Business School Students.”
- M.B.A. The University of Chicago, 2000. Booth School of Business. Specialized in Finance and Strategy

Professional Licensure:

Clinical Psychologist, State of Illinois, 1996

Principal Occupation:

1998- President and CEO, Pratch & Company, Inc. Since 1998 I have been practicing as a psychologist, principally focused on assessing and coaching executives who occupy or are candidates for top positions in business organizations. Additional activities include advising organizations on management team building. I have also done research and consulting in other areas, as you will see below.

Other Professional (Including Teaching) Experience:

- 2010 Co-instructor, six-week seminar (one morning per week) on Integrity for the Academy for Faith and Life, Fourth Presbyterian Church, Chicago, IL
- 2010 Taught one-day seminar on Marketing for female income and equity partners, Schiff Hardin, LLC
- 2004 Taught two-day seminar on Managing the Recruitment Process and Interviewing Prospective CEOs of Early Stage Ventures, St. Paul Venture Capital

- 2003 Taught one course in Finance, The University of Chicago Graham School of Continuing Liberal and Professional Studies (students must meet the criteria of The University of Chicago, The University of Chicago Booth School of Business, and the Graham School)
- 1995-1996 Postdoctoral Fellow, Clinical Psychology, Illinois State University (A.P.A.-accredited). (My responsibilities included teaching classes to undergraduates in psychology and psychopathology as well as seeing patients in the student mental health center)
- 1995-1996 Taught courses on Personality and Psychopathology in the Department of Psychology at Illinois State University
- 1995-1996 Consultant to State Farm Insurance Companies, headquartered in Bloomington-Normal, where I developed a comprehensive behaviorally anchored competency framework still in use today throughout all State Farm Insurance Companies
- 1994-1995 Taught courses on Personality and Psychopathology in the Department of Psychology at Northwestern University
- 1990-1994 Principal Investigator, research project into the personality predictors of leadership effectiveness at The University of Chicago Booth School of Business (see my articles from 1996-1998)
- 1986-1989 Consultant to Andersen Worldwide on a project with Marvin Zonis, then Chair of the Committee on Human Development at The University of Chicago, advising Andersen on the development of a program for transforming auditing partners into more lucrative “trusted business advisors.”
- 1985-1989 Research Associate, The University of Chicago, Committee on Human Development. My research focused on gender differences in an interdisciplinary study on homosexual identity formation in gay and lesbian youth.

Book:

Leslie S. Pratch, *Looks Good on Paper?: Using In-Depth Personality Assessment to Predict Leadership Performance* (New York: Columbia University Press, 2014).

Articles and Book Chapters:

Leslie S. Pratch, “Jamie Dimon: Active Coper!,” *The European Financial Review*, (June, 2021), <https://www.europeanfinancialreview.com/jamie-dimon-active-coper/>

Leslie S. Pratch, “Lou Gerstner: Active Coper!,” *The European Financial Review*, (April, 2021), <https://www.europeanfinancialreview.com/lou-gerstner-active-coper/>

Leslie S. Pratch, “Reed Hastings: Active Coper!,” *The European Financial Review*, (March, 2021), <https://www.europeanfinancialreview.com/reed-hastings-active-coper/>

Leslie S. Pratch, “Doing good CEO succession planning as a board,” *The European Financial Review*, (February, 2021), <https://www.europeanfinancialreview.com/doing-good-ceo-succession-planning-as-a-board/>

Leslie S. Pratch, “What’s involved in a great psychological assessment,” *The European Financial Review*, (January, 2021), <https://www.europeanfinancialreview.com/whats-involved-in-a-great-psychological-assessment/>

Leslie S. Pratch, “Getting what you want from your CEO,” *The European Financial Review*, (September, 2020), <https://www.europeanfinancialreview.com/getting-what-you-want-from-your-ceo/>

Leslie S. Pratch, “How are your A players actually performing?,” *The European Financial Review*, (January, 2021), <https://www.europeanfinancialreview.com/how-are-your-a-players-actually-performing/>

Leslie S. Pratch, “Working extremely well with your CEO and Board,” *The European Financial Review*, (July, 2020), <https://www.europeanfinancialreview.com/working-extremely-well-with-your-ceo-and-board/>

Leslie S. Pratch, “Coronavirus, your companies and your people,” *The European Financial Review*, (June, 2020), <https://www.europeanfinancialreview.com/coronavirus-your-companies-and-your-people/>

Leslie S. Pratch, “How to use psychology to understand your CEO,” *The European Financial Review*, (May, 2020), <https://www.europeanfinancialreview.com/how-to-use-psychology-to-understand-your-ceo/>

Leslie S. Pratch, “Making the best choices as non-executive chair,” *The European Financial Review*, (April, 2020), <https://www.europeanfinancialreview.com/making-the-best-choices-as-non-executive-chairman/>

Leslie S. Pratch, “Steer towards success: What very successful portfolio company boards do,” *The European Financial Review*, (June, 2019), <https://www.europeanfinancialreview.com/steer-towards-success-what-very-successful-portfolio-company-boards-do/>

Leslie S. Pratch, “Getting the return you want: How some very successful PE investors build their boards,” *The European Financial Review*, (May 29, 2019), <https://www.europeanfinancialreview.com/getting-the-return-you-want-how-some-very-successful-pe-investors-build-their-boards/>

Leslie S. Pratch, “How to attract (and hire and keep) a capable portfolio company CEO,” *The European Financial Review*, (December 18, 2018), <https://www.europeanfinancialreview.com/how-to-attract-and-hire-and-keep-a-capable-portfolio-company-ceo/>

Leslie S. Pratch, “Don't lose the CEO you want to hire before they arrive,” *The European Financial Review*, (August 24, 2018), <https://www.europeanfinancialreview.com/?p=26311>

Leslie S. Pratch, “Fundamentals of CEO selection beyond the history,” *The European Financial Review*, (March 24, 2018), <https://www.europeanfinancialreview.com/?p=22499>

Leslie S. Pratch, “How to get the most out of your team (and keep the ones you really want for a long, long, long time),” *The European Financial Review*, (October 4, 2017), <https://www.europeanfinancialreview.com/?p=19060>

Leslie S. Pratch, “Hiring season for new associates – Help wanted?,” *The European Financial Review*, (September 12, 2017), <https://www.europeanfinancialreview.com/?p=18735>

Leslie S. Pratch, “Building a firm you are proud of,” *The European Financial Review*, (September 5, 2017), <https://www.europeanfinancialreview.com/?p=17797>

Leslie S. Pratch, "Getting even smarter about hiring CEOs," *The European Financial Review*, (August 5, 2017) <https://www.europeanfinancialreview.com/?p=17380>

Leslie S. Pratch, "Going, going, gone - How fast do your CEOs decay?," *The European Financial Review*, (August 17, 2016), <https://www.europeanfinancialreview.com/?p=9384>.

Leslie S. Pratch, "Serious human capital management for seriously good performance," *The European Financial Review*, (August 15, 2016), <https://www.europeanfinancialreview.com/?p=8654>

Leslie S. Pratch, "Systematically get the evidence you need," *The European Financial Review*, (August 1, 2016) "https://www.europeanfinancialreview.com/?p=8352"

Leslie S. Pratch, "Getting systematic about management assessments," *The European Financial Review*, (July 18, 2016), <https://www.europeanfinancialreview.com/?p=6023>.

Leslie S. Pratch, "How to avoid an ugly mess," *The European Financial Review*, (June 24, 2016), <https://www.europeanfinancialreview.com/?p=6013>.

Leslie S. Pratch, "I'm afraid to ask an executive to do a "touchy-feely" management assessment," *The European Financial Review*, (June 6, 2016), <https://www.europeanfinancialreview.com/?p=5992>.

Leslie S. Pratch, "When the CEO hasn't 'done it all before' – but could still be the right choice," *The European Financial Review*, (May 18, 2016), <https://www.europeanfinancialreview.com/?p=5811>.

Leslie S. Pratch, "Management assessment leads to action and improved ROI," *The European Financial Review*, (April 20, 2016), <http://www.europeanfinancialreview.com/?p=5810>.

Leslie S. Pratch, "How some private equity investors use management assessments," *The European Financial Review*, (April 18, 2016), <https://www.europeanfinancialreview.com/?p=5801>.

Leslie S. Pratch, "Experience can be deceiving when it comes to securing success," *The European Financial Review*, (March 30, 2016), <https://www.europeanfinancialreview.com/?p=5777>.

Leslie S. Pratch, "An investor's least favorite statement – 'Oops, wrong CEO'," *The European Financial Review*, (February 17, 2016), <https://www.europeanfinancialreview.com/?p=5538>.

Leslie S. Pratch, "Leaders who always get the job done," *The European Financial Review*, (February 2, 2016), <https://www.europeanfinancialreview.com/?p=5510>.

Leslie S. Pratch, "Management for when you least expect it," *The European Financial Review*, (December 22, 2015), <https://www.europeanfinancialreview.com/?p=5339>.

Leslie S. Pratch, "How to get what you want (and how to move – fast – when you don't)," *The European Financial Review*, (December 8, 2015), <https://www.europeanfinancialreview.com/?p=5414>.

Leslie S. Pratch, “The one personality trait to look out for when hiring your next executive,” *Fast Company*, (July 10, 2014), <https://www.fastcompany.com/3032828/the-one-personality-trait-to-look-out-for-when-hiring-your-next-executive/>.

Leslie S. Pratch, “Why integrity and coping skills are better indicators of leadership,” *Directorship Magazine*, (2012). <https://www.directorship.com/why-integrity-and-coping-skills-are-better-indicators-of-leadership-success/>.

Leslie S. Pratch, “Why women leaders need self-confidence,” *Harvard Business Review Blog Network*, (November 28, 2011), https://blogs.hbr.org/cs/2011/11/women_leaders_need_self-confidence.html.

Leslie S. Pratch, “Integrity in business executives,” *Journal of Private Equity*, (2009), 13(1), pp. 1-45.

Leslie S. Pratch, “The Use of a Clinical Psychological Method to Predict Management Performance,” *Journal of Private Equity*, (2008), 12(1), pp. 6-30.

Leslie S. Pratch and Jordan Jacobowitz, “Optimal psychological autonomy and its implications for selecting portfolio CEOs,” *Journal of Private Equity*, (2007), 11(1), pp. 53-70.

Leslie S. Pratch, “Value-added investing: A framework for early stage venture capital firms,” *Journal of Private Equity*, (2005), 8(3), pp. 13-29.

Leslie S. Pratch and Jordan Jacobowitz, “Successful CEOs of private equity funded ventures,” *Journal of Private Equity*, (2004), 7(3), pp. 8-31.

Leslie S. Pratch and Harry Levinson, “Understanding the Personality of the Executive,” in R. Silzer ed., *The 21st Century Executive: Innovative Practices for Building Leadership at the Top* (New York: John Wiley & Sons, 2002).

Leslie S. Pratch, “Assessing potential leaders of private equity funded ventures,” *Journal of Private Equity*, (2001), 4(3), pp. 15-29.

Leslie S. Pratch and Jordan Jacobowitz, “Integrative capacity and the evaluation of leadership: A multi-method assessment approach,” *Journal of Applied Behavioral Science*, (1998), 34(2), pp.180-201.

Leslie S. Pratch and Jordan Jacobowitz, “The psychology of leadership in rapidly changing conditions,” *The Journal of Social Psychology*, (1997), 123(2), pp. 169-196.

Leslie S. Pratch and Jordan Jacobowitz, “Gender, motivation, and coping in the evaluation of leadership effectiveness,” *Consulting Psychology Journal: Practice and Research*, (1996), 48(4), pp. 203-220.

Honors, Prizes, and Awards:

1983-1984 Interned as an undergraduate at the International Atomic Energy Agency in Vienna, Austria. My research on the public perception of the risk of nuclear power, based on solicitation data, was selected by Hans Blix, then Director General of the IAEA, as the best research paper in the program.

1985-1989 Century Fellowship (full four-year tuition), The University of Chicago, Human Development.

Interviews:

- 2016 The European Business Review, Female Leadership in Our Time, Women in Leadership.
<http://www.europeanbusinessreview.com/leslie-pratch-founder-ceo-pratch-co/>
- 2014 Fortune Magazine, The one trait successful leaders share.
<http://fortune.com/2014/07/17/successful-leadership-traits/>
- Investor's Business Daily, Be a Top Executive By Continuously Studying the Best.
<http://www.investors.com/be-a-top-executive-by-learning-from-them/>
- Columbia University Press Blog, Interview with Leslie Pratch.
<http://www.cup.columbia.edu/static/interview-leslie-pratch/>
- Market Watch, Does your CEO have the right stuff – How to tell.
<http://www.marketwatch.com/story/does-your-ceo-have-the-right-stuff-how-to-tell-2014-07-18-510710>

Invited Speaking:

- 2014 Webinar, “The Number One Trait Effective Leaders Have to Have,” The University of Chicago
- 2014 Speaker, “Predicting Leadership,” at Quarterly Meeting of Executive Search Information Exchange, New York City, NY
- 2014 Webinar, “Psychological Assessment in Selecting Executives,” ExecuNet (on-line network of C-level executives)
- 2013 Speaker, “A Clinical Approach to Assessing and Developing Entrepreneurs,” Illinois Institute of Technology, Technology Park, Chicago, IL
- 2012 Keynote Speaker, “Gender, Coping, and Leadership,” at Annual Meeting of female senior executives at Lend Lease (one of the world's leading fully integrated property and infrastructure solutions providers), Sydney, Australia
- 2012 Keynote speaker, “Actual versus Perceived Processes that Underpin Executive Success,” and Panelist for the University of Melbourne’s Business School, Annual Three-Day Report to Industry Sponsors and Researchers of the Gender Equity Project, Melbourne, Australia
- 2010 Keynote speaker, “Active Coping and Successful Leadership,” Altus Capital CEO Summit
- 2010 Moderator, Panel, “The Merits of Traditional Due Diligence, Creative Approaches to Diligence, and Processes to Flush Out Difficult Issues During Management Due Diligence,” Midwest Regional Association of Small Business Investment Companies, Chicago, IL
- 2010 Keynote speaker, “Reducing the Risk of Uncertain Management Capability,” Merit Capital’s Independent Sponsor Forum, Chicago, IL
- 2009 Keynote speaker, “Management Assessment: A Clinical Approach,” Executive Search Information Exchange (ESIX), New York, NY
- 2008 Speaker, “Management Team Building,” Wynnchurch Capital
- 2008 Panelist, Chicago Private Equity Network (CPEN), five sponsors including The University of Chicago Polsky Center for Innovation and Entrepreneurship
- 2006 Panelist, National Summit for Middle Market Funds, Small Business Investor Alliance

- 2006 Panelist, Association for Corporate Growth, Chicago Chapter Private Equity Network
- 2005 Keynote speaker, “Gaining Insights You Need to Actively Cope In Your Life and Career,”
Financial Women’s Association
- 2004 Keynote speaker, “Reducing the Risks of Investing in Uncertain Management Capability,”
Strategic Research Institute, M&A Private Equity Round-Up
- 2002 Keynote speaker, “What Makes Successful Entrepreneurs Tick,” Society of Kaufmann Fellows,
Annual Meeting of the Alumni

References:

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