



**Pam Fox Rollin**  
Executive Coach & Facilitator  
Myers-Briggs Master Practitioner®  
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Pam Fox Rollin coaches executives and high potentials especially in technology, health care, biotech, and professional services. Pam specializes in working with leaders who have been "rockstars" in their functional areas (Marketing, Finance, Technology, Operations, etc.) and are now stepping up to more strategic senior roles.

- Coaches C-levels through Directors to become even more effective leaders
- Coaches senior leaders through executive transitions and organizational change
- Consults with business units and senior teams to onboard new leaders successfully

Drawing on extensive experience in with top public companies, PE-backed firms, fast-growth startups, NGOs, and government agencies, Pam is also known as a thought-partner to leaders who are creating change across complex organizations.

- Helps teams make the most of strengths and differences to achieve high performance
- Facilitates top teams to improve their conversations and make critical decisions
- Guides operating leaders and internal OD to evaluate and improve culture

Pam's clients include Accenture, Autodesk, Charles Schwab, Cisco, eBay/PayPal, Genentech/Roche, GlaxoSmithKline, LinkedIn, Logitech, Stanford Health Care, VMWare, and emerging companies including Delphix, DOMO, Medallia, NerdWallet, and Platfora. Before founding IdeaShape in 1999, Pam guided healthcare and financial firms through major strategic change with Accenture Strategic Services and Bain & Company; clients included C-level executives at United Health Group, Kaiser Permanente, and Anthem BCBS.

Pam is recognized internationally as an expert in using personality assessments with leaders and teams. Pam draws from a range of instruments and approaches to help leaders and teams become more effective. She is frequently invited to speak on topics including knowing where you stand as a leader, building leaders throughout the organization, and her research into how leaders of different personality types develop emotional intelligence.

Pam earned an MBA from Stanford University's Graduate School of Business where she later served for eight years as a Guest Fellow in Leadership. She was Senior Facilitator for the class alumni rate most valuable: Interpersonal Dynamics. Pam serves as a featured lecturer and coach for executive education at Stanford, USF, and UC Berkeley. Pam holds a Bachelor's with Highest Honors in Organization Studies from University of California, Davis.

Pam's book, *42 Rules for Your New Leadership Role: The Manual They Didn't Hand You When You Made VP, Director, or Manager* (second edition, 2012) is seen by leaders at all levels as the essential pocket guide for navigating those critical first months.

## **Client Comments - Facilitation**

*You may ask me to send an introduction email if you'd like to interview any clients.*

*Executive coaching clients are confidential; still, many are open to a private conversation.*

"I worked with Pam to lead my two-day executive team offsite. We covered team dynamics, core strategy, roadmap, OKRs and more. Pam not only did a great job helping us find even better ways to work together, but she also took time to understand our business well enough to participate in strategy and product discussions. It was great to find someone who was able to bring to the table business-savvy, emotional intelligence, and a rock-solid understanding of how to build effective teams. I recommend Pam, and we will work with her again."

-- Jon Miller, CEO, Engagio, and co-founder, Marketo

"LinkedIn's marketing team has grown significantly (and quickly!) into a set of superstars with great capability and tremendous diversity, so we hired Pam to conduct a working-across-personalities program for my whole group. Pam approached the whole project with a consultative, curious and dedicated style that made us feel good right from the start. She interfaced directly with my team throughout the process, got some great insights we didn't know about each other, and made us all think differently about each other. Her delivery is fun and high energy, highly interactive, and deeply insightful. I plan on working with her again."

-- Patrick Crane, former CMO, LinkedIn

"Pam brought great energy, fun, business savvy... and very helpful exercises to the teambuilding program. She more than lived up to the high expectations we had of her based on her glowing references. The follow up materials will be a big help to us in building on and sustaining the great progress we made yesterday."

-- Jim Tighe, COO Emeritus and Senior Advisor, Bay Area Council

"Pam uniquely combines the roles of business strategist and highly personable facilitator into one great package. In addition, she has the ability to work one-on-one offline with individual team members to accelerate everyone's development - as well as the team's."

-- Jeff Thomas, former CEO, Ambassadors Group, People to People  
[12 days of facilitating strategic offsites for the executive team]

"Pam provides a structured approach to achieving short and long-term meeting objectives. She works with team members before, during, and after meetings to carefully plan success. Pam's facilitation is very natural. Her energy is consistently high, and she helps bring conversations to their maximum potential. I enjoy working with Pam and highly recommend her to those looking to increase the value and effectiveness of their meetings."

-- Kathleen Kaa, Senior Director, Genentech/Roche

[14 days of facilitating leadership/operations/merger offsites]

"I asked Pam to host a program of the 'When She Speaks' Women in Leadership series in San Francisco. She was the consummate professional from start to finish: developing the approach for the topic, recruiting expert panelists, and proving to be flexible and creative as she flawlessly led the program discussion. She was an absolute delight to work with and received great feedback from the attendees."

-- Bobbie LaPorte, former CMO/General Manager at GE Healthcare

## **Examples of Pam Fox Rollin's experience**

### **Coach executives to develop as leaders and embrace/drive change**

- Coached CEOs of public, PE-backed, Venture-backed, and nonprofit organizations to build their teams, set the context for high performance, and lead change
- Coached CIOs, CFOs, and other leaders to build effective cross-functional partnerships
- Coached CMOs, product leads, and heads of Strategic Planning to build more powerful external relationships and alliances, become more influential with peer executives, and lead substantial change initiatives across their organizations
- Developed the peer feedback program for top executives of a public company

### **Guide leaders to resolve conflicts**

- Facilitated the Chief Medical Officer and Senior VP-Clinical of a pharmaceutical company to understand the organizational impact of their persistent rift, develop a shared view of collaboration needed from them, and learn to partner with each other more effectively
- Coached founders of multiple startups of various sizes to reach resolution on challenging issues of roles, decision-making authority, and compensation/ownership
- Designed and led process to bring the "brain trust" PhD group of a financial technology company from dysfunctional stalemate to workable partnership

### **Facilitate and develop executive teams through substantial change**

- Guided a public company executive team for six months through a transition from the founding CEO to a new CEO with a very different style and mandate (tools used here, as often, included personality profiling, 5 Dysfunctions/The Advantage, 1:1 interviews, culture assessments, and focus groups throughout the organization)
- Facilitated a year of monthly strategic sessions for the C-team of a public company to adapt their business to emerging technologies
- Conducted a public company's first executive development and succession planning
- Facilitated the top leaders of the global infrastructure organization (2,000 people) of a major technology company through alignment after internal reorganization

### **Strengthen culture, collaboration, and performance across complex organizations**

- Facilitated the marketing group of a major biotech company through a complex merger, including many sessions to re-build culture and collaboration
- Guided a hospital system technology group (as it grew from 150 to 450 people) through culture change over 22 months, working with IT leaders and front-line managers
- Guided the definition and rollout multiple change initiatives at a financial technology company, with a focus on increasing organizational collaboration

### **Create interactive, memorable, high-impact learning experiences for groups and teams**

- Gave the opening keynote for Charles Schwab's Technology Leadership Conference, including well-organized table interactions (400 people)
- Designed and led dozens of popular conference workshop sessions on topics related to leadership, teams, design-thinking, conflict, personality, and coaching (30 – 200 people)
- Designed and delivered interactive leadership learning for courses at Stanford Graduate School of Business, Wharton, UC Berkeley's Goldman School (25 to 65 people)
- Designed and delivered hundreds of interactive learning sessions for groups from top teams to front-line workers, sometimes incorporating assessments, 360s, and coaching.