Speaker Bio



Pam Fox Rollin

Executive Team Coach, Strategic Advisor, Speaker

prollin@altusgrowth.com
https://altusgrowth.com/our-team/pam-fox-rollin/
https://www.linkedin.com/in/pamfoxrollin/
415-819-2583 cell
Based in Sunnyvale, CA, USA

- **Topics:**
  > Building Your Leadership for the AI Transition
  (with customizations for Healthcare, Biotech, Medtech)
  > Generative AI Needs Generative Leadership
  > From Silos to Synergy: Driving Cross-Functional Wins
  > The Four Conversations that Drive Team Performance
  > Six Weeks to Start Strong: Starting New Leadership Roles

- **Formats:** Keynotes, Executive Forums, Interactive Webinars, Panel Speaker, and Panel Moderator

What the AI Transition Demands—and How You as a Leader Can Deliver

The AI transition isn't just technical—it's deeply personal for leaders. It challenges their identity, their basis for contributing, and their sense of control. Pam guides senior leaders in science-based companies to evolve—as individuals, teams, and entire organizations—so they can successfully navigate from expertise-based leadership to the cross-functional, design-driven, and very much human leadership required in the AI transition.

Pam brings particular expertise in working with healthcare and life science leaders—super-smart, dedicated, a mile deep, and doing their best to keep technical, clinical, and business teams on track under pressure, so they can innovate for customers and patients. Drawing on three decades of strategy consulting and executive team coaching, Pam brings extensive experience with industry leaders like Genentech's gRED, Stanford Medicine, and Kaiser Permanente, as well as dozens of smaller public, private, and venture-backed companies.

Pam's interactive talks and practical workshops resonate with leaders in all fields. These sessions combine strategic insight, real-world examples, and specific practices that participants can use immediately to strengthen their leadership. With her team at Altus Growth Partners, she has worked with thousands of leaders to succeed in building the mindsets and skillsets to lead through uncertainty and change.

Your event is unique, and Pam will tailor her messages and format to be right for your organization, the occasion, and the factors that drive your success.

NSA NATIONAL SPEAKERS ASSOCIATION PROFESSIONAL MEMBER

Altus Growth Partners
People. Conversations. Results.

Client Comments – Speaking and Executive Workshops

“This session on Building Leadership for the AI Transition really stands out. It was incredibly timely, insightful, actionable, and free of fluff. Pam brought her signature engaging storytelling style to an otherwise complex topic and galvanized our group with clear ideas and calls to action about how to lead effectively and have more intentionality around our engagement with AI as leaders. Super valuable.”
— Clare Kennedy Purvis, Founder, WELL for Digital Health

“Pam presented to our Sidebar community of leaders, and she was terrific! Our members have high expectations for valuable content, practical guidance, on-point delivery, and skillful Q&A, and she excelled in every way. The feedback from participants was excellent. I've arranged for Pam to speak with our community again.”
— Ha Nguyen, COO, multiple companies

“Pam Fox Rollin’s keynote was just fantastic. All the comments were positive, and people truly identified with the content. Huge kudos to Pam for taking the lead in finding out what our team really needed and targeting the presentation to that.”
— Jamie Barnett, former CMO, Netskope

“I asked Pam to host a panel 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

“Pam ran an executive event for my company with a focus on collaboration. Pam is one of the best -- her skill is to make the structure simple to follow, easy to grasp, and you learn and experience how to be a better team player immediately.”
— Gurdeep Grewal, former SVP, GlobalLogic; CEO of several companies

“Pam conducted a keynote speech and led a workshop for an event we coordinated for a major foundation. Her speech was engaging, informative, and inspiring. She rocked it! She coordinated with our two other speakers to create a cohesive panel and was a pleasure to work with from start to finish. We would love to work with her again!!”
— Liberty Woodman, Corporate Event Planner

“I've had the pleasure of hearing Pam speak and keynote at different conferences, and she has impressed me at each! She is dynamic, knowledgeable, and engaging in all she does, and has a unique ability to motivate groups of people through her creativity and energy.”
— Jessie Lockhart, PhD, Head of People, multiple companies

“Right after Pam’s keynote, I overheard someone say, ‘Now THAT is how to open a conference.’ I agree! She’s a dynamic speaker and was organized and responsive throughout months of planning. I highly recommend Pam.”
— Brandi Garew, CAE, CMP, Association Executive

Consultant Bio



Altus Growth Partners
People. Conversations. Results.

Pam Fox Rollin
Executive Team Coach, Strategic Advisor, Speaker

https://altusgrowth.com/our-team/pam-fox-rollin/
https://www.linkedin.com/in/pamfoxrollin/

prollin@altusgrowth.com
415-819-2583 cell

Pam Fox Rollin consults with leaders, especially in healthcare, biotech, medtech, fintech, and professional services. Drawing on extensive experience with public and private firms, NGOs, and fast-growth companies, Pam is known as a valuable thought-partner to leaders who are driving change across complex organizations, ecosystems, and AI and legacy technology.

- Guides leaders through executive transitions, high-stakes decisions, strategic change.
- Coaches CEOs and C-levels to lead even more strategically and effectively.
- Develops leadership teams to align across differences and achieve more together.
- Advises initiatives to improve workplace culture and cross-functional coordination.

As a coach, Pam specializes in working with brilliant leaders – often technologists, scientists, physicians, and practice leaders – who are making even bigger strategic promises.

Pam's healthcare, pharma, and biotech clients include Genentech/Roche, Headspace, Kaiser Permanente, Kezar Life Sciences, Midi Health, Paradigm, The SCAN Foundation, and Stanford Health Care; technology and fintech clients include Adobe, Amazon, Autodesk, Bridgit, eBay, Financial Engines, Medallia, Microsoft, National MI, NerdWallet, PayPal, Salesforce, StoreHub, and VMware; professional services clients include Accenture, Browne Consulting, FORVIS Mazars, Freed & Associates, and Lightspeed Venture Partners. She also guides learning circles for Chief, the premier network for executive women.

Pam began her career at Bain & Company and later joined Accenture's healthcare strategy practice. She earned an MBA focusing on strategy, leadership, and nonprofit management from Stanford's Graduate School of Business where she later served as Guest Fellow in Leadership. She was Senior Facilitator for the class alumni rate most valuable: Interpersonal Dynamics. Pam added small group learning to the Leading Diverse Organizations course and contributed to designing and piloting the Leadership Coaching course.

With her Altus colleagues, she is co-author of the 2023 book, *Growing Groups into Teams*.

A full member of the National Speakers Association, Pam is invited for executive workshops and keynotes on topics including leading in AI hyperchange, building teams at the top, and strengthening cross-functional collaboration.

Examples of Pam Fox Rollin's experience

Create interactive, memorable, high-impact learning experiences

- Delivered in-person keynotes such as Charles Schwab's Technology Leadership Conference (400 people), Synopsys (600 people), Netskope's Sales Kickoff (120 people), and Association for Psychological Type (twice, hundreds of people).
- Presented hundreds of interactive learning sessions for conferences and teams.
- Served on and moderated dozens of panels.
- Designed and delivered interactive leadership/strategy/innovation programs at Stanford Graduate School of Business, Stanford Medicine, and UC Berkeley's Goldman School.

Design and facilitate strategy and innovation processes

- 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 here included personality profiling, 5 Dysfunctions/The Advantage, 1:1 interviews, culture assessments, and focus groups throughout the organization).
- Led a year of monthly one-to-two day strategic sessions for the C-team of a public company to adapt their business to emerging technologies.
- Guided and facilitated the top leaders and board of a health foundation through refreshing Vision, Mission, Values, and strategies for their next era of success.
- Twice guided and facilitated the national board of a trade association to assess their changing landscape and develop Vision, Mission, and five-year strategies.

Coach executives to align and drive strategic change

- Coached CEOs of public, PE-backed, venture-backed, academic, and nonprofit organizations to build their teams, set the context for high performance, and lead change.
- Coached NGO and civic leaders to build effective cross-sector partnerships.
- Coached physician leaders and healthcare business leaders to build more powerful relationships and lead substantial change initiatives across their companies.
- Conducted leadership development cohorts bringing together people from similar levels across the organization to learn from and with each other.

Strengthen culture, collaboration, and performance across complex organizations

- Coached and facilitated a variety of fast-growth companies to implement or improve their use of OKRs and strengthen their cadence of performance conversations.
- Guided a major academic medical center's clinical and administrative technology group people through culture design and change as it grew from 150 to 450 over 22 months.
- Facilitated the marketing group of a major biotech company through a complex merger, including many sessions to re-build culture and collaboration.
- Guided the definition and rollout multiple change initiatives at a financial technology company, with a focus on increasing organizational collaboration.

Guide leaders to resolve conflict

- Facilitated the Chief Medical Officer and Senior VP-Clinical of a biotechnology 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.
- Designed and led process to bring the "brain trust" PhD group of a financial technology company from dysfunctional stalemate to workable partnership.
- Coached founders of multiple startups of various sizes to reach resolution on challenging issues of roles, decision-making authority, and compensation/ownership.