



Tamar Elkeles, PhD

Board Director, C-Level Business and Technology Executive

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619-890-1891

Tamar is a seasoned public company director and enterprise technology executive with 30+ years of experience guiding high-growth and global organizations through scale, transformation, and complex transactions. She brings deep expertise in governance, human capital strategy, digital transformation, M&A integration, executive succession, and systemic cyber risk oversight.

For over 25-years at **Qualcomm**, Tamar served as Chief Learning & Talent Officer during a period of extraordinary growth, helping scale the company from 700 to more than 35K employees globally. She founded and led the Qualcomm Learning Center, overseeing a \$100M+ global budget and enterprise-wide talent strategy. As a trusted advisor to the CEO, C-suite, and Board of Directors, she played a central role in large-scale organizational transformation, global expansion, M&A integration, executive search, brand positioning, culture strategy, leadership succession and enterprise change initiatives. Tamar also designed and led Qualcomm's Board of Directors Onboarding Program, strengthening director effectiveness and governance alignment during periods of rapid growth and strategic inflection.

Following her long tenure at Qualcomm, Tamar served as Chief Human Resources Officer for two high-growth venture backed technology companies, where she built global HR infrastructure to support rapid scaling, international expansion, acquisitions and divestitures, equity design, compensation strategy, and enterprise risk management. Her experience spans public-company readiness, governance frameworks, and operational discipline in dynamic environments.

Board & Governance Experience

- The Glimpse Group (NASDAQ: VRAR)
- GP Strategies (NYSE: GPX)
- G3 VRM Acquisition Corp. (NASDAQ: GGGV)
- OpenSesame

Committee Leadership

- Chair, Nominating & Governance Committee
- Chair, Compensation Committee
- Chair, Strategy Committee
- Member, Cybersecurity Committee
- Member, Audit Committee

Tamar is certified through the Digital Directors Network in Systemic Cyber Risk Governance for U.S. Public Company Directors and has completed The Corporate Director Academy. She was recognized as a "2025 Director to Watch" by **Directors & Boards**. Her governance lens integrates human capital oversight, executive compensation alignment, succession planning, enterprise risk management, cyber risk governance, and long-term value creation.

Private Equity, Venture & Transaction Advisory

Tamar has extensive experience advising investors, founders, and executive teams through growth acceleration, public-company readiness, and strategic transactions. She previously served as Chief Talent Executive for Atlantic Bridge Capital and currently serves as:

- Senior Advisor, East Wind Advisors
- Investment Advisor, 444 Capital
- Venture Partner, Emerge Capital

In these roles, she advises on board composition and effectiveness, PCAOB audit readiness, valuation strategy, go-to-market acceleration, leadership assessment, M&A target evaluation, risk mitigation, and enterprise scaling. Her experience spans venture-backed, PE-backed, and public market environments.

Thought Leadership & Recognition

Tamar is a recognized authority on scaling enterprises, workforce transformation, and strategic talent governance. She has authored four books, including *The Chief Learning Officer* and *The Chief Talent Officer*, and has received numerous industry honors, including:

- "CLO of the Year" by **CLO Magazine**
- ATD's "Learning Elite Trailblazer" Award
- "San Diego Women Who Mean Business"
- "Tribute to Women in Industry (TWIN)" Award

She holds an M.S. and Ph.D. in Organizational Psychology.

References Available Upon Request



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Tamar is particularly well suited for public, PE-backed, or late-stage private companies navigating digital transformation, rapid scaling, succession transitions, strategic transactions, or global expansion. She brings a rare combination of:

- Public company governance experience
- Human capital and executive compensation oversight
- Cyber risk governance certification
- Enterprise-scale operational leadership
- M&A and integration expertise
- Private equity and venture advisory insight
- Deep experience supporting CEOs through growth inflection point

Core Board Competency	Tamar's Relevant Experience Highlights
Public Company Governance	<i>Director on NASDAQ & NYSE boards including The Glimpse Group, GP Strategies, and G3 VRM Acquisition Corp.; Chair, Nominating & Governance Committee</i>
Compensation & Human Capital Oversight	<i>Chair, Compensation Committee (public & private); executive pay design; pay-for-performance alignment; succession planning; human capital disclosure oversight</i>
CEO Succession Planning	<i>Led CEO succession frameworks; executive assessment; long-term leadership pipeline strategy; board onboarding program architect</i>
Cybersecurity & Technology Risk	<i>Member, Cybersecurity Committee; certified in Systemic Cyber Risk Governance (Digital Directors Network); enterprise digital transformation oversight</i>
Enterprise Risk Management	<i>Oversight of operational, talent, compliance, and cyber risk; experience across public, PE-backed, and venture-backed companies</i>
M&A / Strategic Transactions	<i>M&A integration oversight; SPAC experience; transaction diligence; global expansion; divestitures</i>
Global Operations & Scaling	<i>Scaled Qualcomm from ~700 to 35,000+ employees; global workforce strategy; international expansion</i>
Digital Transformation	<i>Enterprise learning digitization; workforce transformation; emerging technology governance</i>
Strategy & Growth	<i>Strategy Committee Chair; venture and PE advisor to Atlantic Bridge Capital, East Wind Advisors, 444 Capital, Emerge Capital</i>
Public Company Readiness & Capital Markets	<i>PCAOB audit awareness; board readiness advisory; compensation governance; investor-aligned executive frameworks</i>
Culture, ESG & Workforce Strategy	<i>Culture transformation; workforce engagement; human capital strategy; enterprise education and future-of-work leadership</i>