



Tamar Elkeles, PhD

C-Level Business and Technology Executive

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Tamar is an experienced business leader and technology executive with over **30 years of experience in the high technology sector**. She spent 25 years at Qualcomm as Chief Learning & Talent Officer and has deep knowledge and expertise in the enterprise technology ecosystem as well as with M&A, transformation and complex business transactions. She joined Qualcomm in 1992 and created the Qualcomm Learning Center, **managing more than a \$100M budget and leading talent development, organization transformation, M&A, global growth, succession planning, culture & engagement, branding, executive communications, change management, executive/board search and market research**. Over her multi decade tenure, she scaled Qualcomm from 700 employees to over 35,000 and worked closely with Qualcomm's C-Suite, Board and executives on company-wide plans and strategies, including **leadership of Qualcomm's Board of Directors Onboarding Program**.

After her long tenure at Qualcomm, Tamar served as the Chief Human Resources Officer for two rapidly growing technology start-ups where she led global Human Resources operations and teams. Her scope of responsibility included **talent strategy, recruiting, organization design, compensation/total rewards, equity programs, policy development, global expansion, risk management, acquisitions and divestitures**.

Board Service and Additional Credentials

Her governance experience includes **Board Director for The Glimpse Group (NASDAQ: VRAR), GP Strategies (NYSE: GPX), G3 VRM (NASDAQ: GGGV) and Open Sesame**. Her **governance roles** include **Chair of the Nominating/Governance Committee and the Compensation Committee** as well as **member of Strategy, Compensation and Cybersecurity Committees**. She has been certified by Digital Directors Network (DDN) in the **Systemic Cyber Risk Governance Program for U.S. Public Company Corporate Directors** and earned a certificate of completion for **The Corporate Director Academy**. She was recently named a **"2025 Director to Watch"** by *Directors & Boards*.

High Growth Company Transactions and Advisory Service

Throughout her career Tamar has had extensive experience working with entrepreneurs and executives **scaling companies, leading global growth, leading digital transformation and building effective leadership teams**. She is the former Chief Talent Executive for Atlantic Bridge Capital and is currently a Senior Advisor for East Wind Advisors, an Investment Advisor for 444 Capital and a Venture Partner for Emerge Capital. In her current roles, she provides expertise on **market positioning, public company board readiness/PCAOB audits, GTM, valuations, growth strategies, leadership assessment, risk assessment, M&A targets and strategic business transactions**.

Throughout her career, Tamar earned several awards for her significant impact and leadership in the technology industry. She was named "CLO of the Year" by *CLO Magazine*, ATD's "Learning Elite Trailblazer" as well as a "Top Influential" by the *San Diego Daily Transcript*. She also earned the "San Diego Women Who Mean Business" Award and the "Tribute to Women in Industry" (TWIN) Award. Tamar is the author of four books: "The Chief Learning Officer", "Measuring the Success of Learning Through Technology", "The Chief Talent Officer" and "Forward Focused Learning".

Tamar is a recognized thought leader on scaling companies, business transformation, strategic business transactions, human capital, the future of work, strategic talent development and enterprise education. She holds both an M.S. and Ph.D. in Organizational Psychology.