



Pamela K. Gage, PHR, SHRM-CP

Chief People Officer

Global People Strategy & Transformation Executive

People & Human Capital Strategy

- Culture
- Engagement
- Diversity, Equity, Inclusion, & Belonging
- Organization Design
- Strategic Workforce Transformation
- Change Management
- Executive Coaching & Mentorship
- Governance & Board Relations
- Strategic Communication

People Operations

- People Experience
- People Communications
- Employee Relations
- Onboarding & Offboarding
- Operations & Infrastructure
- Policies, Procedures, & Compliance
- Metrics & Analytics

Talent Acquisition

- Employer Brand
- Candidate Sourcing
- Candidate Assessment
- Internal Mobility

Talent Development

- Performance Management
- Employee, Manager & Leadership Development
- Workforce Planning
- Talent Assessment
- Competency Framework
- Succession Planning

Total Rewards

- Recognition
- Compensation
- Benefits
- Job Architecture

Pamela Gage is an enterprise Chief People Officer with more than 17 years of experience partnering with CEOs and boards to lead global people strategy, organizational transformation, and culture at scale across complex, multinational organizations.

Throughout her career, Pamela has been repeatedly recruited by the same CEO across multiple organizations, including StoredIQ, Breakwater Solutions, and UnitedLex—a testament to the strength of her leadership partnership, business acumen, and ability to deliver results across different stages of growth and complexity.

Most recently, Pamela served as Chief People Officer at UnitedLex, a CVC-backed global organization with 2,500 employees across 13 countries. As a member of the Executive Leadership Team, she owned the end-to-end people strategy and execution, overseeing \$93M in payroll, total rewards, and benefits programs while leading a global People organization of more than 75 professionals. She aligned people strategy with business priorities, led enterprise-wide change initiatives, and strengthened operating rigor across global people operations.

Pamela transformed the HR function into a high-performing global People organization with clear governance, operating rhythm, and accountability. She reduced HR spend by \$1M through role consolidation, technology and vendor rationalization, and process optimization, while revitalizing performance management to embed accountability and a high-performance culture.

She also played a critical leadership role during a CEO transition, partnering closely with the Board of Directors, General Counsel, and executive leadership to manage risk, ensure continuity, and support employees through a complex enterprise event. Following the successful completion of these transformation objectives, Pamela exited UnitedLex as part of a mutually agreed organizational reduction aligned to the company's next phase.

Previously, Pamela held senior people leadership roles at private-equity-backed organizations including ParcelShield Holdings and Breakwater Solutions, where she led workforce transformation, global expansion, M&A integration, and operating model evolution. Earlier in her career, she spent 6+ years at IBM, leading global HR transitions for acquisitions, divestitures, and outsourcing agreements totaling \$4.5B in transaction value and impacting more than 2,800 employees across 65+ countries.

Pamela is known for her servant leadership style, strong business acumen, and ability to lead through ambiguity. Her expertise spans enterprise people strategy, organizational design, talent and succession planning, total rewards, workforce transformation, DEIB, executive coaching, M&A integration, and board engagement.

She holds a Bachelor of Arts in Psychology from The University of Texas at Austin and maintains PHR and SHRM-CP certifications.

Pamela lives with her husband and daughter on their organic farm in Central Texas. Pamela is a passionate learner and foodie. In her free time, she enjoys spending time with her family and friends, adventures on their farm, traveling, outdoor activities, and music.