

GABRIELLA SALVATORE

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Leadership & Organizational Development Executive

Organizational Transformation • Executive Coaching & CXO Advisory • Talent & Performance Strategy

Innovative executive and CXO advisor with 25+ years of global leadership experience driving enterprise-level organizational transformation, culture change, and people strategies across Fortune 500 companies, high-growth start-ups, and mission-driven institutions. Recognized for building high-impact executive coaching and leadership development programs, aligning C-suites through organizational inflection points, and translating insight into measurable engagement and performance gains. Trusted by Boards, CEOs, and senior leadership to solve complex organizational challenges, champion inclusive change, and empower leaders and teams to deliver results with purpose and integrity.

A passionate and solutions-focused organizational development strategist with proven ability to lead P&L-positive business units, embed values-based leadership models, and implement data-informed governance frameworks that accelerate decision-making. Adept at navigating highly matrixed, regulated, and multicultural environments across biopharma, healthcare, consulting, financial services, and public sector ecosystems.

**Strategic Planning & Execution | Enterprise Engagement & Employee Experience | Global Workforce Planning
Learning & Development | Leadership Development | P&L Accountability | Strategic Communication
Change & Culture | M&A Integration & Post-Merger Alignment | Behavioral Hiring & Performance Optimization**

CAREER HIGHLIGHTS

Business Turnaround & Scalable Delivery Models → Transformed a struggling corporate education division into a \$700K profit center within one year by streamlining delivery using a standardized “course-in-a-box” model and replacing FTEs with a lean network of expert consultants.

Customer Experience & Frontline Talent Strategy → Designed and implemented a multidisciplinary call center framework for a national health insurer, improving behavioral hiring, training, and performance management, resulting in a 23% CSAT increase during premium hikes.

Workplace Safety & Field-Based Communication Training → Facilitated experiential communication training across North Sea oil rigs to address cross-functional misalignment, achieving zero safety incidents within three months.

Executive Accountability & Engagement Culture → Introduced firm-wide 360° leadership reviews to address employee concerns around feedback and fairness and improve engagement scores by 12% YoY through trust-building and leadership transparency.

PROFESSIONAL EXPERIENCE

BDO, Boston, MA

2023 – Present

Managing Director, Management Consulting, Human Capital Strategy, Practice Leader

Lead BDO’s Human Capital Strategy practice with full accountability for organizational design, leadership alignment, and cultural transformation initiatives across high-growth and complex environments. Engage directly with C-suite leaders to translate strategy into growth-enabling, people-centric operating models and accelerate enterprise performance and resilience.

- Elevated workforce engagement across 20k+ employees by 50% through reengineering culture blueprints, instilling executive accountability mechanisms, and designing people-first operating models across biotech, pharma, public sector, and tech clients.
- Stabilized and repositioned HR infrastructure for multiple organizations by serving as interim Chief People Officer, managing transformation budgets exceeding \$25M and delivering rapid operational continuity.
- Doubled the consulting portfolio in 12 months by forging high-trust advisory relationships and consistently delivering strategic outcomes that unlocked repeat and referral business.
- Optimized talent velocity and succession pipeline strength by cultivating high-potential leaders, securing 100% promotion across five direct reports, and embedding future-ready career professionals.
- Secured long-term client trust across 25+ complex engagements by resolving leadership misalignment through executive coaching and advisory.
- **Clients include:** argenx, BlueHalo, Capital Petroleum Group, City of Cambridge, Harbinger Health, KalVista Pharmaceuticals, Little League International, Micron, ModeX Therapeutics, Modine, Teva Pharmaceuticals, Voyager Therapeutics.

VANTAGE PARTNERS, LLC, Boston, MA

2019 – 2023

Partner and Chief People Officer, 2020 – 2023

Orchestrated enterprise talent and performance strategy for a global consulting firm serving Fortune 500, Global 1000, and biotech startups. Held firmwide accountability for people operations, as well as executive coaching practice profitability.

- Propelled employee engagement by 12% year-over-year by implementing a firmwide 360-degree leadership review process aimed at enabling transparent feedback and fortifying trust between employees and senior leadership.
- Generated \$1M+ in new profit within a year by building a standalone executive coaching and intervention practice from the ground up.

- Coached executives across biotech, finance, and government sectors through complex leadership transitions, performance challenges, and culture shifts, earning repeat engagements and long-term advisory trust.
- Instrumental in producing up to \$5M in annual revenue by converting executive relationships and inbound referrals into strategic accounts through high-impact delivery and advisory trust.
- Recruited 20+ high-performing associates by redesigning the selection model and scaling hiring systems aligned with growth-stage needs.
- Steered compensation restructuring across all levels by executing competitive market benchmarking, performance-based bonus modeling, and individualized development planning for a \$20M organization.
- **Clients included:** Beam Therapeutics, Harbinger Health, Kriya Therapeutics, Macquarie Group, Micron, Mizuho Bank, ModeX Therapeutics, Northeast Bank, OneMain Financial, Sanofi, Senti Biosciences, Teva Pharmaceuticals, Vir Biotechnology, Voyager Therapeutics.

Head of Solution Design and Innovation, 2019 — 2020

Played a key role in developing solutions and innovation strategy across 100+ global client engagements focused on leadership development, change enablement, and organizational design. Advised senior executives at Fortune 500 companies on building high-functioning, adaptive organizations capable of scaling through disruption.

- Slashed organizational friction by 80%+ by driving transformation efforts for 25+ companies undergoing M&A, structural realignment, and strategic reinvention.
- Accelerated strategy execution across global teams by facilitating high-impact executive workshops that clarified vision, resolved competing priorities, and realigned leadership tiers.

Takeda Oncology, Tokyo, Japan

2017 – 2019

Global Patient Advocacy Lead, Lung Cancer and Lymphoma

Delivered global advocacy and leadership support for priority oncology programs within a Top 20 pharmaceutical company. Served as the enterprise lead for integrating the patient voice into research, development, and access strategies across 15+ markets.

- Amplified clinical trial enrollment by 10% through integration of patient insights into five global study protocols.
- Grew global access to therapies across 15 countries by cultivating strategic alliances with five international advocacy organizations.
- Improved time-to-treatment by 85% in East Africa by designing the first-ever patient navigation system in Kenya and Tanzania.
- Uplifted enterprise capability by leading a company-wide campaign training 5K+ employees in patient-informed development practices.

Sanofi, Paris, France

2013 – 2017

Senior Director, Global Patient Advocacy, Sanofi Genzyme, 2017

Held global accountability for patient advocacy across rare disease portfolios within a top-10 global biopharma. Shaped enterprise engagement strategy spanning 12 countries and 100+ functional units.

- Drove cross-functional collaboration through designing and rolling out “Rare 101,” a global education program that established a shared understanding of patient needs and rare disease dynamics.
- Achieved 100% adoption of new screening protocols across 12 markets by driving advocacy-led strategy alignment across medical, regulatory, and market access teams.

Global Head of Organizational Development, Diabetes & Cardiovascular, Sanofi, 2016 – 2017

Envisioned OD strategy for an 8.5-billion-dollar global business unit spanning 10+ countries. Reported to executive leadership with a mandate to restructure alliance governance, strengthen operational cohesion, and optimize performance across product lines and cross-market teams.

- Catapulted cross-functional efficiency by 90% through launching a robust global business unit operating model and restructuring multi-product alliance governance.

Senior Director, Global Leadership & Organizational Development, Sanofi Genzyme, 2013 – 2016

Headed executive development, leadership pipeline strategy, and enterprise transformation enablement across a 110k-employee biopharma. Advised C-level leadership and designed foundational frameworks to elevate talent velocity and succession depth worldwide.

- Improved executive team cohesion scores by coaching the CEO and direct reports during enterprise transformation.
- Ignited manager effectiveness ratings by 90% by launching two global academies for 250+ leaders on performance, influence, and agility.
- Achieved 100% internal placement for high-potential talent by implementing a global succession model with a rotational MBA program.

Additional Experience: **VP, Client Solutions** – The Ariel Group | **Managing Director** – Vantage Corporate Education

Associate Director & Consultant – Vantage Partners, LLC | **Group Facilitator** – AT&T | **Call Center Operations Manager** – Quantum Research

EDUCATION & CREDENTIALS

Master of Arts, Organizational Psychology, Lesley University, Cambridge, MA

Bachelor of Arts, Government, Cornell University, Ithaca, NY

Certifications: **Kotter Change Consultant Certification** – Kotter International | **Patient Advocacy Certification** – Professional Patient Advocates in Life Sciences | **Narrative Medicine Certification** – Kripalu Center | **Teacher Certification** – The Moving Center

Details of Publications, Awards, References, and Board Memberships can be viewed in the attached addendum.