

James E. Page, Jr.

Keynote speaker · Executive advisor · TEDx speaker

Culture that *performs*.

3 ELTs

TNC · Johns Hopkins · Vanderbilt

3x

Becker's Hospital Review lists

25+ years

4 sectors



James E. Page, Jr. trained as an engineer and expected to stay one. Instead, a career inside some of America's most complex institutions taught him that the hardest systems to change are human ones — and that culture, not strategy alone, decides whether an organization delivers on its promises. Today he is a keynote speaker and executive advisor who helps CEOs, boards, and leadership teams build cultures that perform.

Over more than 25 years, James has served on the executive leadership teams of The Nature Conservancy, Johns Hopkins, and Vanderbilt University. Becker's Hospital Review has named him to its national leadership lists three times, and Profiles in Diversity Journal has honored innovations he led at Dell, Cincinnati Children's, and Johns Hopkins.

Most recently, as Global Head, Global Culture & Engagement on The Nature Conservancy's Executive Leadership Team, he supported roughly 6,000 employees in more than 80 countries and territories, built the listening and workforce-dashboard systems that gave the executive team one evidence base for people decisions, supported responsible Copilot adoption, and created the Oak Tree Fellowship for emerging talent.

During his tenure at Johns Hopkins — as Vice President and Chief Diversity Officer for Johns Hopkins Medicine and Interim Vice Provost for the university — women in senior leadership rose from 44 to 55 percent, the institution was named to Forbes' list of America's Best Employers for Diversity, and the Center for Transgender Health was launched. He led employee and community engagement through Baltimore's 2015 unrest, then served as Vice Chancellor at Vanderbilt University.

Earlier results include a 350 percent increase in patient satisfaction from a language-access redesign and a CEO Roundtable that reached 500+ leaders at Cincinnati Children's; service on an enterprise team that delivered about \$50 million in sustainable savings; 29 senior-executive hires in one year at DaVita; and, at Dell — where he rose from engineering to lead global ethics, compliance, privacy, and diversity work across 117 countries — a quality lab that saved \$5.5 million a quarter.

A TEDxBaltimore speaker featured on NPR, James pairs candor with evidence: 96 percent of survey respondents after his 2026 National Audubon Society keynote found the content easy to understand. He has co-authored peer-reviewed research on health equity and cultural competence, taught graduate and undergraduate courses, and advised leaders through his firm, Palagn Enhancement Strategies, since 2007.

The work is personal. Raised in Indianapolis with roots in Louisville, Kentucky, James grew up with a great-grandmother born just 14 years after slavery ended. In 2018 he traveled to Nigeria as an inaugural ambassador of the African Door of Return Experience, and he is now writing *The Pages Before Us*, a book and multimedia family history. He holds an MBA from The University of Texas at Austin and a BS in Computer Technology from Purdue, completed Senior Executive Leadership education at Harvard, and lives in Nashville with his wife.

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