



## Cole Brown | Chief People Officer

Cole Brown has been a transformative leader with a track record of driving organizational performance across several Fortune 500 companies. As the Chief People Officer at American Airlines, she oversees Global Talent and Recruitment, Global Compensation, Benefits, People Operations, Global Learning, and Culture and Engagement, supporting more than 130,000 team members worldwide. Cole plays a key role in aligning the company's people strategy with its broader business goals.

Prior to joining American, Cole served as Vice President of Human Resources at Amazon, where she led HR strategy for several business lines, including the Devices & Services, Corporate & Business Development, Advertising and Amazon Studios. Her leadership in complex, high-growth environments has positioned her as one of the industry's most respected HR professionals.

Cole's career began in the legal field, specializing in employment law and administrative regulations. In 2002, Cole joined Walmart's legal team and eventually transitioned to Senior Vice President of Human Resources for Walmart U.S. Stores Operations—the company's largest business segment.

Widely recognized for her visionary leadership and ability to implement meaningful change, Cole was selected as a member of the prestigious Executive Leadership Council (ELC) in 2023, and she is a member of the Dallas Regional Chamber Executive Women's Council. Her influence extends beyond her corporate roles.

Her accomplishments have earned her multiple honors, including the 2025 Power 50 Women of Influence by the US Black Chamber, Inc., and previous recognition from the Dallas Business Journal, Becker's Hospital Review, and the National Women's Council. These accolades underscore her impact as a results-driven leader who consistently delivers value across large, complex organizations.

Cole holds both a bachelor's degree and a Juris Doctor from Southern Methodist University in Dallas, Texas and is a member of Alpha Kappa Alpha Sorority, Inc. Cole, her husband Pierre and their daughter live in Dallas, TX.