



Cole Brown | Chief People Officer

Cole Brown is 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 and the overall team member experience 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.

Cole is widely recognized for her visionary leadership and ability to implement meaningful change, and her influence extends beyond her corporate roles. She was selected as a member of the prestigious Executive Leadership Council in 2023, and she is a member of the Dallas Regional Chamber Executive Women's Council and the Community Fellows program at the Dedman School of Law at Southern Methodist University.

Her accomplishments have earned her multiple honors, including the 2025 Power 50 Women of Influence by the U.S. Black Chambers, 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 and is a member of Alpha Kappa Alpha Sorority, Inc. Cole lives in Dallas with her husband and daughter.