



Thomas Rajan

Managing Director – Talent Strategy & People Development

Thomas Rajan is the Managing Director, Talent Strategy & People Development for American Airlines. In this role, Thomas is responsible for the design and delivery of American's global talent development strategy and leadership & professional development programs. Additionally, Thomas oversees core team member engagement efforts as well as the coordination of federated learning and training functions across American.

Prior to joining American, Thomas served as Senior Vice President of Strategic Leadership Development for Boys & Girls Clubs of America (BGCA) with oversight for all talent and leadership development. Prior to BGCA, he was a management consultant with McKinsey & Company, serving international clients on Strategy, Planning, Operations, and Organization, and was one of the leaders of the Human Capital practice in North America.

Prior to McKinsey, Thomas was Manager, Network Planning at US Airways, responsible for schedule planning and route optimization. He has also held roles in Financial Planning with The Boeing Company and in Customer Service and Operations with British Airways, and America West Airlines.

Thomas holds a Master of Business Administration (MBA) from Harvard Business School and a Bachelor of Science (BS) Summa Cum Laude in Finance from Arizona State University. He serves on the Advisory Council for Corporate Learning Partners of Harvard Business Publishing.

Thomas lives in Southlake, TX with his wife and three sons. When he has a spare moment, he loves to play golf and enjoys playing and watching soccer.