

Welcome to the Council on Employee Benefits 75th Annual Conference - Virtual Event!

Thomas Rajan

Vice President, Global Talent and Total Rewards

American Airlines 



If someone could ask you
one question
that could help you
have a better day today...

What would that question be?







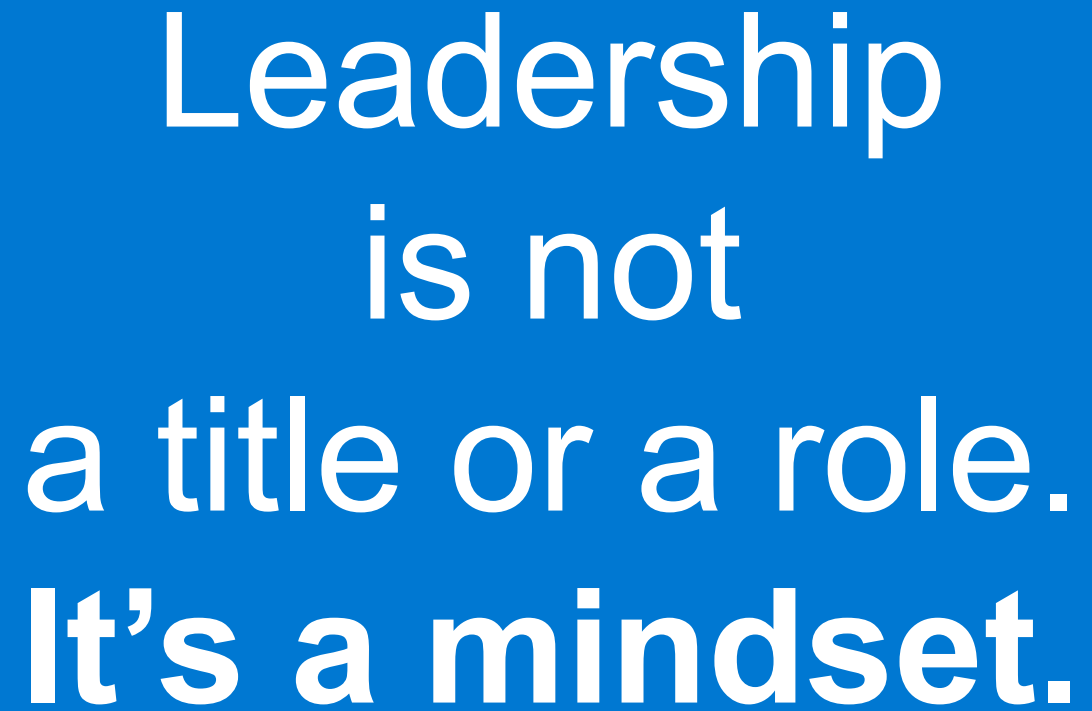


The Work of Leadership

Thomas C. Rajan

Vice President, Global Talent and Total Rewards

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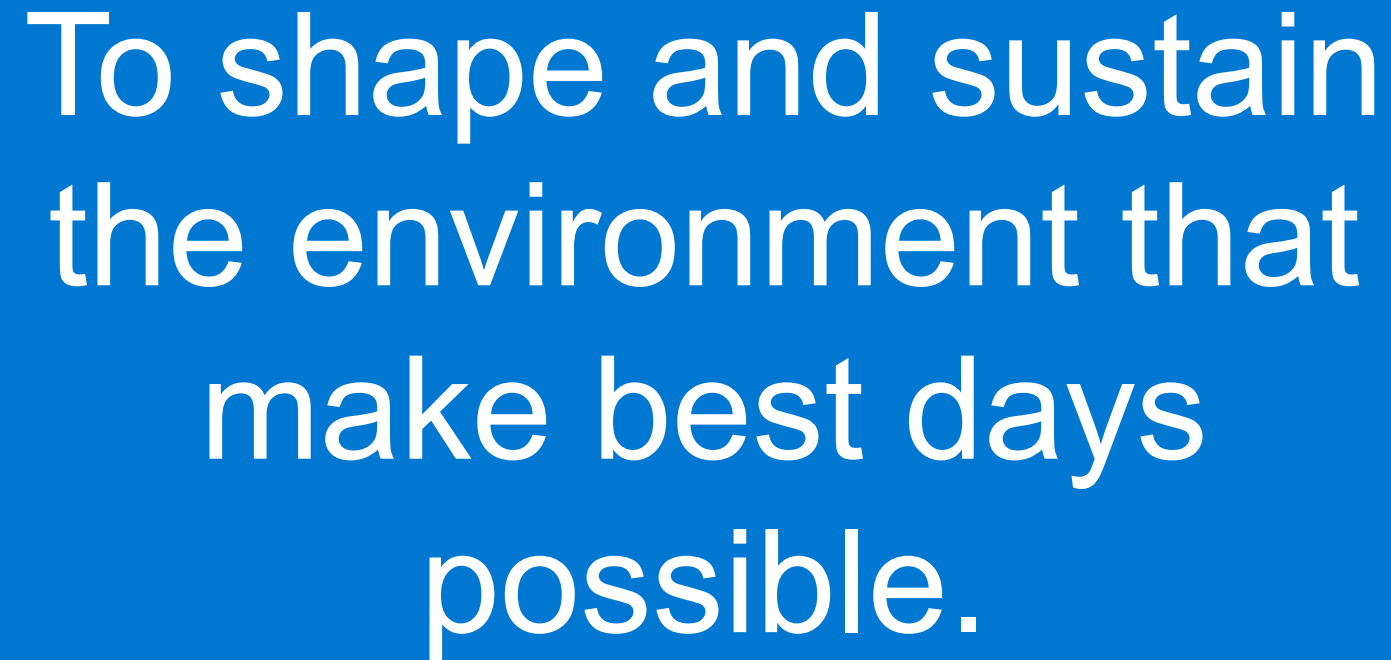


Leadership
is not
a title or a role.
It's a mindset.



“A leader’s role is to **define reality** and then **give hope.**”

Napoleon Bonaparte



To shape and sustain
the environment that
make best days
possible.

Clarity



1

Purpose

2

Role

3

Responsibility



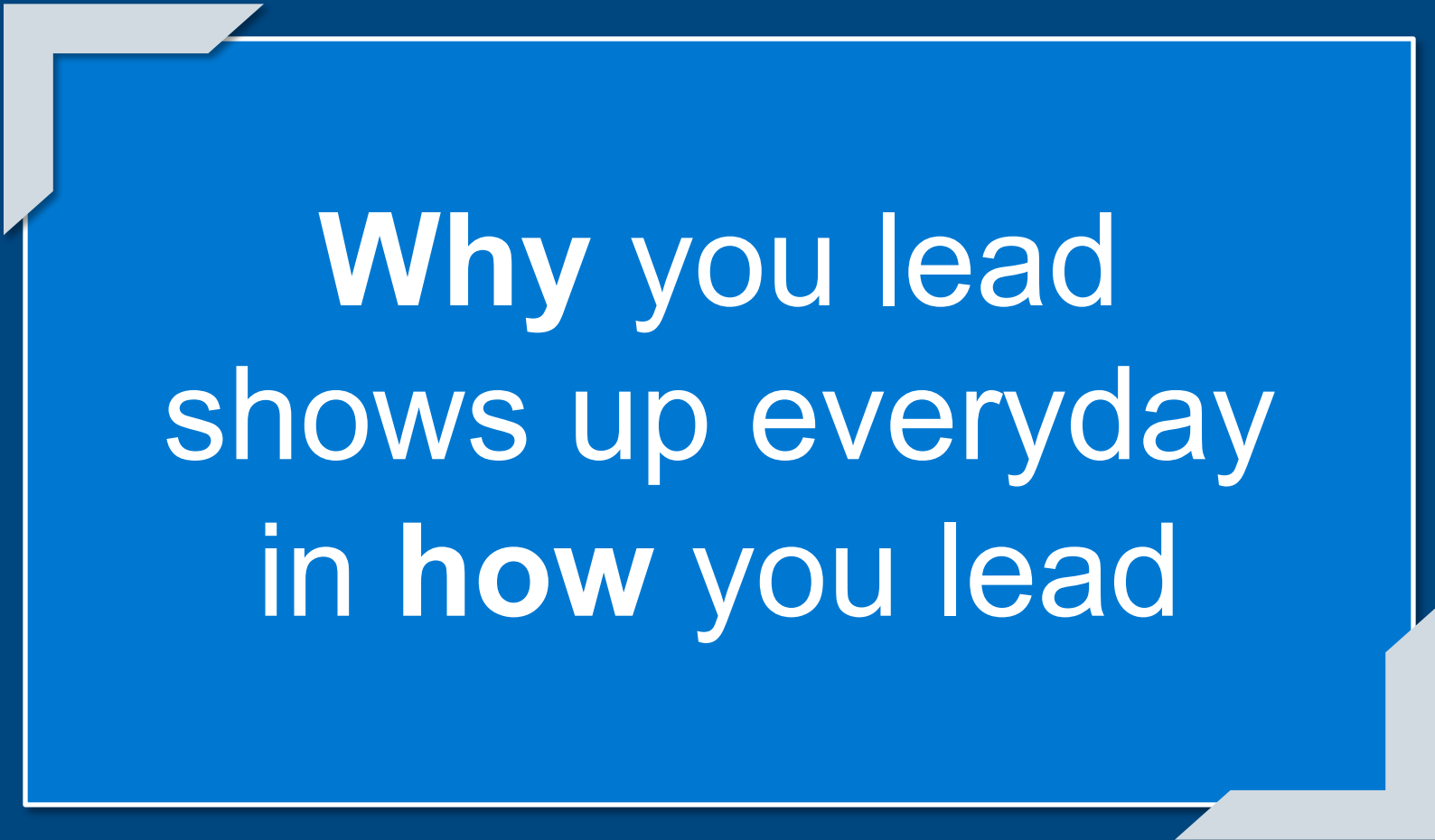
1

2

3

Clarity of Purpose

Why do you lead?



**Why you lead
shows up everyday
in **how** you lead**



1

2

3

Clarity of Role

**What walks into the
room when you do?**



“Leadership is the
journey from execution
to empowerment.”

Carla Harris



1

2

3

Clarity of Responsibility

**What keeps you
relevant?**



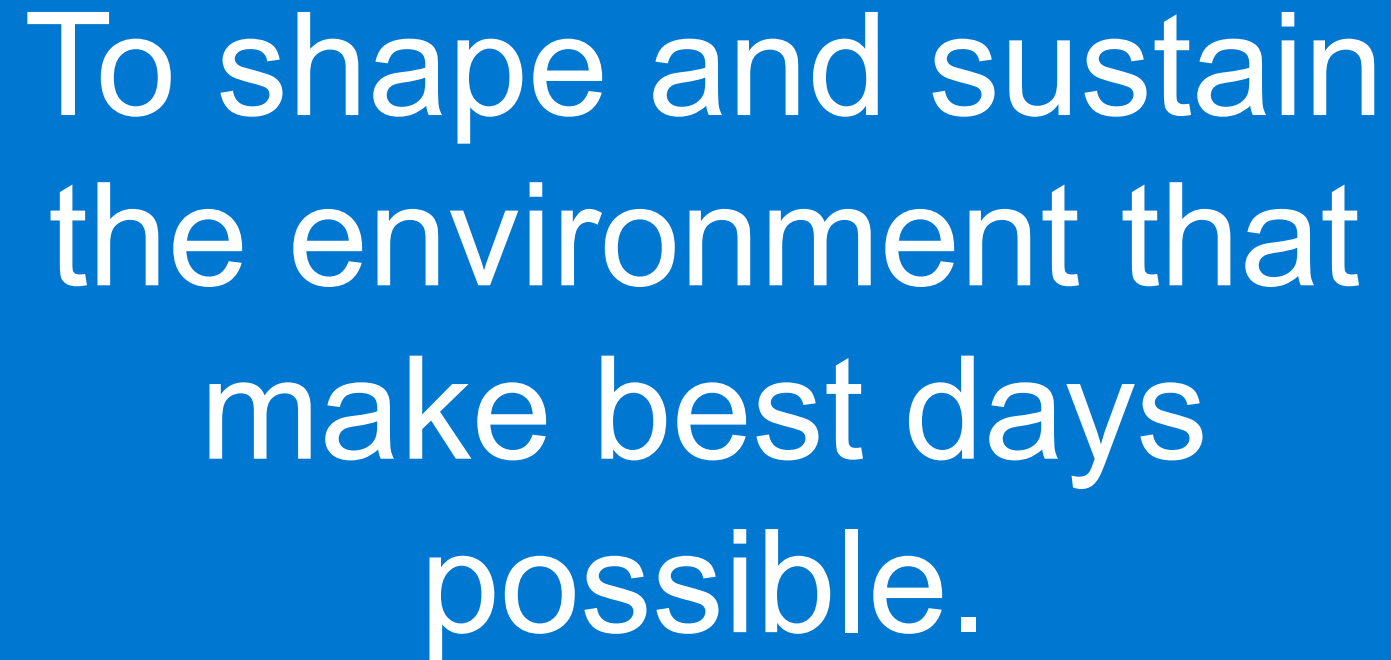
“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.”

Alvin Toffler

Compete vs. Complete



Don't let busy get in
the way of the
important.



To shape and sustain
the environment that
make best days
possible.





Continue the conversation

connect on **LinkedIn** ™
or thomas.rajan@aa.com