



Gloria Chen

Chief People Officer and Executive Vice President, Employee Experience

Gloria Chen is the Chief People Officer and Executive Vice President of Employee Experience at Adobe, a technology company with over 30,000 employees in 70 locations around the world. She leads all aspects of the company's global people and workplace strategy, including recruiting and talent development, DEI, employee engagement, compensation and benefits, and real estate. Since taking this role in early 2020, she has been instrumental in further shaping Adobe's award-winning culture, steering the company's future of work strategy, and leading a refresh of the company's values to mark the milestone of Adobe's 40th anniversary.

In her more than 25 years with Adobe, Gloria has helped usher the company through some of its boldest transformations — from shaping its e-commerce strategy, building Adobe's enterprise business, and executing significant acquisitions and integrations. She has served as the Chief Strategy Officer, chief of staff to the CEO, and has held senior leadership positions in worldwide sales operations, customer care, and e-commerce.

Prior to Adobe, Gloria was a management consultant at McKinsey & Company in Pittsburgh and Silicon Valley, serving clients in financial services, manufacturing, and software. She began her career as a software engineer at Cadence Design Systems.

Gloria holds a BS in electrical engineering from the University of Washington, a MS in electrical and computer engineering from Carnegie Mellon, and an MBA from Harvard Business School. She is a member of the Carnegie Mellon board of trustees and the board of The Tech Interactive in San Jose.