



# Donna Morris

## Chief Human Resources Officer & Executive Vice President, Employee Experience, Adobe



“Disrupt or be disrupted” is Donna Morris’ rallying cry. From abolishing Adobe’s annual performance reviews, to dramatically expanding its family leave policy and, most recently, achieving global gender pay parity across all 32 countries where Adobe has employees, she has set the industry agenda making Adobe a great place to work. Donna believes that people strategies empower successful business outcomes, and with Adobe being an IP-based company, people are its most important asset. In her role as Chief Human Resources Officer (CHRO) & Executive Vice President of Employee Experience, she leads all aspects of human resources, real estate and security operations globally. Under her leadership, Adobe’s workforce has increased 226% to more than 20,000 employees and its real estate/facilities presence has grown to more than 75 locations around the globe.

During one of Adobe’s largest growth periods, between 2015-2018, Donna built an innovative combined organization focused on improving the experience for the people responsible for Adobe’s success—customers and employees. As then EVP, Customer & Employee Experience, her focus was driving customer centricity across the organization and providing leadership to the global customer service and technical support organization across all products. Her passion and commitment resulted in strengthened customer empathy and accountability across the company and improved customer response practices and results.

Donna’s “north of the border” accent gives her away as a native of Ottawa, Canada. After earning a bachelor’s degree in Political Science from Carleton University, she went into human resources and at age 25, established a goal of one day running a large human resources organization. She originally joined Adobe in 2002 with the acquisition of Accelio and was promoted to senior vice president of Human Resources in 2007. She is a frequent commentator on people practices in media outlets such as CNN, NPR, CNBC, *Fast Company* and *Fortune*.

Donna sits on the board of directors of Marvell Technology and the Adobe Foundation. Donna holds the Society for Human Resource Management - Senior Certified Professional (SHRM-SCP), Senior HR Professional (SHRP) and Canadian Certified Human Resources Professional (CHRP) designations.

If Donna were not at Adobe, she would have a home decorating show on HGTV. Follow Donna on Twitter [@DonnaCMorris](#) and Instagram [@dcmorrisr](#).

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