

CHRIS TROUT

*Vice President, Learning & Development
Organization & Talent Solutions COE
The Walt Disney Company*



Chris Trout is responsible for Disney's learning and development practice which includes setting strategy, overseeing company-wide efforts for leadership and executive development, on-demand learning, tuition payment and reimbursement programs, and producing operations and business-specific training.

He and his team take a collaborative and creative approach in working with leaders and partners to create and deliver consumer-centric learning and development opportunities, through technology or in-person experiences that make a meaningful difference for people. They are focused on identifying content and creating exchanges that facilitate the growth of individuals and teams for their careers and make an impact on business results.

Chris and his team led the establishment of the ground-breaking Disney Aspire program which offers full tuition payments for employees to earn degrees and certificates and continue to oversee its daily operations. They also have introduced innovative approaches for leadership and executive development through the first of its kind approach to common leadership curriculum across the company. He and his team have either developed or implemented multiple technology systems to expand the way employee and cast members connect with learning opportunities.

Chris previously served as vice president, Human Resources & Organization Development for Walt Disney Parks & Resorts from 2009 - 2012 and, prior to that, director, Organization Development for Walt Disney Parks & Resorts from 2007 - 2009. He has been with Disney for 30 years, based in both Los Angeles and Orlando, and has experience in labor management as well as operations. Chris earned a M.Ed. from Boston University and holds a B.S. from Johnson & Wales University.