



Bob Lockett

Chief People Officer

Bob Lockett is Chief People Officer and is a member of CAE's Executive Management Committee (EMC). As Chief People Officer, Mr. Lockett drives innovative and strategic initiatives to enhance the employee experience at CAE by bringing people, Human Resources best practices, and data-driven decisions to the forefront of the organization, while further positioning CAE as an employer of choice in the industry. Mr. Lockett joined CAE in this role in May 2023.

Mr. Lockett is a dynamic and seasoned professional with over 20 years of experience in Human Resources (HR). Throughout his career, he has led several key HR functions, including talent acquisition, talent management, leadership development, employee relations, and culture shaping.

Prior to his appointment at CAE, Mr. Lockett was Global Chief Diversity & Talent Officer at ADP, as well as the President of the ADP Foundation. He was responsible for leading the talent strategy of the organization, which included executive succession and the digitalization of talent, performance, and leadership practices. He also held roles at Harland Clarke Holdings, First Data, USAA, Limited Brands, Harrah's Entertainment, Frito Lay and The Lucas Group.

Early in his career, Mr. Lockett served in the United States Army as a Field Artillery Officer and Operations Research/Systems Analyst (OR/SA). As a company grade officer, he held positions as platoon leader, executive officer, and battery commander for a Multiple Launch Rocket System (MLRS) battery in Germany. He is also a Desert Storm veteran. His final assignment in the Army was as an analyst, where he leveraged simulations to recommend the appropriate personnel and equipment needs for specific military operations.

Mr. Lockett is a graduate of the United States Military Academy at West Point, with a Bachelor of Science in General Engineering. He earned an MBA from the University of Texas at Dallas in General Management.