



Mission First. People Always.

Shan Cooper
Founder and Chief Executive Officer
Journey Forward Strategies, LLC



Journey Forward Strategies is a solutions-focused consulting firm that specializes in leadership development and organization effectiveness. Working with Fortune 500 corporations, private companies, and the not-for-profit sector, Shan leverages over 30 years of diverse experience and expertise to deliver sustainable results for her clients. She excels in the areas of executive coaching, leadership and culture development, and well as business transformation. Shan works at the intersect of the business and people strategies. She believes a successful business strategy is most effectively executed when a sound people strategy exists. In essence, *Mission First. People Always.*

Shan currently serves as a senior advisor to McKinsey & Company. Prior to her time as a senior advisor, she served as an executive coach for the company.

Shan is a member of the Atlanta Committee for Progress (ACP). The ACP was founded in 2003 to serve as the Mayor of Atlanta's external advisory board with a mission to provide leadership on key issues important to economic growth and inclusion for all Atlanta citizens. The committee includes more than 40 highly engaged corporate chief executive officers, university presidents and civic leaders who offer expertise in service to Atlanta and its future development.

Shan is the former Chief Transformation Officer of WestRock and was responsible for developing infrastructure capabilities and system processes needed for business growth in a fast-paced merger and acquisition environment. She also led the Recycling and Waste Services Division comprised of 22 recycling plants across the U.S, supplying materials to a diverse customer base and international markets. In addition, Shan led the Enterprise Logistics, Global Procurement, and Information Technology organizations.

Prior to joining WestRock, Shan served as the Vice President and General Manager of Lockheed Martin Aeronautics Company. In this role, she was responsible for the 6,000 employee operations in Marietta, GA; Meridian, MS; and Clarksburg, WV, which designs, produces, modifies, and maintains military aircraft for the United States and countries around the world. Marietta programs included the C-130J Super Hercules, F-22 Raptor, P-3 Orion, C-5M Super Galaxy and the F-35 Lightning II. During her tenure, Shan simultaneously served as the Vice President of Business Ethics for the Aeronautics Division.

Prior to her role as a General Manager, Shan served as Vice President of Human Resources for Lockheed Martin Corporate, as well as the Aeronautics and Information Systems & Global Solutions Divisions. In addition, she served as the first Corporate Vice President of Diversity and Equal Opportunity Programs for Lockheed Martin.

Shan currently serves on the corporate Board of Directors for Intercontinental Exchange, Inc., Southern Company, and SouthState Corporation. In addition, she serves on the Board of Directors for Grady Health System and the Board of Trustees for Emory University. Shan is also on the Board of the Georgia Tech Research Institute (GTRI), Georgia Historical Society, Georgia Music Accord, and is a member of the Atlanta Rotary Club and a Life Member of the Board of Councilors for The Carter Center.

Shan was inducted into the 2024 JA Atlanta Business Hall of Fame, named the 2022 National Philanthropy Day Volunteer Fundraiser of the Year and was awarded the Atlanta Business Chronicle's 2021 Women of Influence Lifetime Achievement Award; named Georgia Trend Magazine's 2015 Most Respected Business Leader; the 2015 Woman of the Year by American Association of University Women; as one of Georgia Trend Magazine's 100 Most Influential Georgians in 2012 - 2016, 2020 and 2021; and as one of Atlanta Business Chronicle's Power 100 in 2019 – 2021. She was also named one of Black Enterprise Magazine's Most Powerful Executives in Corporate America in 2017.

Shan earned a bachelor's degree in Biology and Religion from Emory University and a Master of Business Administration from the Roberto Goizueta Business School of Emory University. In addition, she holds an Executive Master's Degree in Global Human Resources from Rutgers University.