

Diana Lee

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Diana Lee is the Principal of Diana Lee HR LLC, providing HR consulting services drawing on her global senior human resources executive experience in Fortune 100, mid-cap, PE-backed, start-up, and non-profit environments across multiple industries. She has extensive expertise managing organizational change, working in cross-cultural environments, attracting, developing, and retaining top talent, and advising corporate, private, and non-profit boards.

Diana started Diana Lee HR LLC in 2024, following her departure from Sesame Workshop as its first-ever CHRO, a role she assumed in 2015 when then-CEO Jeff Dunn tapped her as part of the executive leadership team charged with turning around the non-profit educational organization. Diana defined the HR mission and built the infrastructure to support the organization's dramatic transformation, culminating in a 5-year 19.2% annual growth rate and 140% increase in revenues. She created the talent acquisition pipeline and processes to support a rapid 30% global workforce expansion across four continents and introduced leadership development paradigms and total rewards programs that drove a culture change and improved the organization's ability to compete for top talent. During the COVID-19 pandemic, Diana orchestrated a seamless pivot of 300+ employees to a virtual workplace and identified resources and incentives to proactively address and support employee engagement and a positive work environment.

Prior to Sesame Workshop, Diana spent two years at Qatar-based Aljazeera Networks' U.S. cable news start-up Aljazeera America. As their Executive Vice President of Human Resources, she launched the HR function and hired close to 700 journalists, broadcast operations, and corporate staff professionals to support the 24/7 news operation.

Previously, as the Chief Human Resources Officer for Sojitz Corporation of America, a U.S. subsidiary of a global trading company, Diana oversaw the HR function for 2,500 employees in North America and Latin America for three years. During her tenure, she launched a leadership development program, created competency-based succession plans tied to the company's long-term strategic plan, introduced more competitive compensation and benefits plans, and built the Latin American HR infrastructure. In addition, she oversaw and project-managed a multimillion-dollar workspace planning initiative to improve collaboration, communication, and productivity.

Earlier, Diana was the Vice President, Human Resources for Nickelodeon and later the Senior Vice President, Human Resources for MTV Networks (now Paramount), managing the HR function for 10,000 employees. She led the HR due diligence for 12 digital acquisitions and recommended HR infrastructure changes to eliminate tens of millions of dollars in expenses. She was asked by the CEO of MTV Networks to spearhead the first diversity and inclusion program and she introduced the company's first career development, talent management, succession planning, and executive and sales compensation programs. Diana also oversaw a high-volume centralized staffing group and personally recruited for the company's senior-level talent.

As Director of Worldwide Performance Management at American Express, Diana developed a cutting-edge competency-based performance management program and leadership initiative for more than 60,000 employees. She also held generalist positions supporting the corporate and card marketing groups. Earlier, Diana held HR generalist roles with increasing responsibility at JPMorgan Chase.

Diana has also consulted for private equity investor Sterling Partners and created the HR infrastructure for their School of Rock national after-school music start-up acquisition.

Diana sits on the Board of the Entertainment Industry Employer Association (EIEA) which sponsors a health care plan for non-union employees in the entertainment industry. She was as an HR Advisor for Rippleworks, a Silicon Valley-based social venture company. She has also been a board member for The Ladders and the Asian American Arts Alliance and an advisor for the National Association of Asian MBAs. She has led and moderated HR presentations for Columbia University, the National Association of Asian MBAs, and Working Mother. Additionally, she is an active member of Chief, a professional network for women executives.

Diana earned her Bachelor of Arts degree in Art History from Oberlin College.