



Norman Ramion, MA

Senior Consultant and Employee Insights West Region Leader

Norman provides strategic direction and oversight to client projects at Willis Towers Watson. Over the course of his career he has led hundreds of employee survey research projects with a focus on employee engagement, culture, total rewards preferences, service-profit chain linkage research, and human capital metrics. He currently leads the employee research consulting team in the West region of the U.S.

Before joining Willis Towers Watson, Norman worked internationally holding leadership positions in employee research practices covering Asia, Africa, and the Middle East. He also served as Director of Administration for Greater China and Southeast Asia for a leading management consulting firm.

He holds an honors BA in psychology and sociology from Marquette University in Milwaukee, and an MA in social psychology from Indiana University in Bloomington. He also holds the Senior Practitioner Human Resources (SPHR) certification from the Human Resource Certification Institute.

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