

## Access to Experts



**E. Michael Norman**  
Senior Vice President  
Sibson Consulting

Mike Norman has over 25 years experience developing organization-wide change initiatives that drive enhanced business results. He works primarily in the areas of strategy execution, strategic workforce planning and organization design. His Asia experience is with multi-national organizations doing business in high technology and energy production. Before joining Sibson, he was the director of organization and employee development for the Mentor Graphics Corporation. Prior to that, he was corporate director of organization effectiveness with Nortel Networks. In these positions, he was responsible for strategic human resource management, leadership development, performance systems design, and internal consulting services globally.

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