

## **Norm Bartlett**

**VICE PRESIDENT  
LEADERSHIP TALENT MANAGEMENT -  
ORGANIZATION EFFECTIVENESS**



Norm Bartlett is vice president of Leadership Talent Management – Organization Effectiveness (LTM-OE), a Human Resources organization within The Boeing Company. LTM-OE is responsible for identifying and developing emerging leadership talent within the company, as well as for helping Boeing leaders ensure they have team members with the capability to execute business strategies.

Bartlett has 25 years of experience in Human Resources and Labor Relations roles within Boeing. Prior to his current position, Bartlett was vice president of Human Resources for Boeing Defense Space & Security (BDS), a position he held since September 2003. He was responsible for the successful execution of human resources initiatives that drove business performance and created a premier work environment for employees. He also provided direction on managing employee policies, strategies, and processes across BDS.

Before joining BDS, Bartlett was vice president of Employee Services and Human Resources for Boeing Shared Services Group. Bartlett's 1,800-member Employee Services team provided services to all employees such as staffing, relocation, payroll and timekeeping, health benefits, work/life, education and training, assessments, technology and business operations.

Bartlett also served for six months as director of People for the Fabrication Division of Boeing Commercial Airplanes, supporting 40,000 employees at 17 company locations. Bartlett's other key leadership positions in Commercial Airplanes included director of Human Resources, Twin-Aisle Airplanes, supporting the 747, 767 and 777 programs in Everett, Wash., from 1998 to 2000; and director of Compensation and Succession Planning, with responsibility for all policies, training and other compensation-related requirements of the business unit, from 1997 until his Twin-Aisle appointment.

Bartlett joined Boeing in 1985 and spent his initial 12 years in the company's defense and space business, serving as director of Compensation and Workforce Systems and as senior Human Resources manager for large organizations, including the B-2 program. Prior to Boeing, Bartlett was senior labor relations representative for six years at Kaiser Aluminum and Chemical Corp. in Spokane, Wash.

Bartlett received his bachelor's in Industrial and Labor Relations from Cornell University in Ithaca, N.Y. He also graduated from Cornell's Executive Development program in 1995 and the inaugural Boeing Global Leadership Program in northern Europe in December 1999.

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