



Harry Norman
Consultant
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Harry has worked in the absence and disability field for over ten years and currently leads all business development efforts for the Marsh McLennan Agency (MMA) office located in Chicago, Illinois. Harry's experience includes sales and partnerships, client relationship management, implementation, consultant/broker relations, program design, and service delivery operations management. He has an extensive product and administrative knowledge base in leaves of absence, short-term disability, long-term disability, life insurance, FMLA, statutory disability and ADA/AAA/accommodations. Harry's background includes five years working at a startup software company based in Denver, Colorado, where he saw his sales efforts take the organization from five employees to nearly 100 with millions in revenue. This company focused on providing SaaS products to employers, TPAs and carriers to assist them in administering absence, disability and accommodations programs. Before that, Harry started his industry career working for a large third-party administrator, distributing their service and software products. Harry works closely with large and complex national employers, and he actively engages the marketplace to understand the current state of affairs. Harry was born and raised in Nebraska and resides there today, outside Lincoln, with his daughter, Roma, and wife, Kelsy.