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**John Bremen** is Managing Director and leader of Towers Watson's Talent & Rewards segment in the Americas. Talent & Rewards includes the firm's practices in Executive Compensation, broad-based Rewards, Sales Effectiveness & Rewards, Talent Management/Organization Alignment, Communication & Change Management, Global Data Services, HR Technology, HR Service Delivery, and Organization Surveys & Insights.

John also leads the firm's Global Total Rewards team and sits on the Towers Watson Global Talent & Rewards leadership team. Previously, he was a Global Practice Director in the Compensation Practice, and also founded the firm's Sales Effectiveness & Rewards practice. He works with boards and senior executives to align company reward strategies and practices with business strategies in order to drive broad-scale organizational performance.

Before joining TW, John was a Partner at the Center for Workforce Effectiveness, where he developed performance-based organization and reward systems geared toward attracting, retaining, and motivating high-caliber executives and employees. Prior to that, John was employed by the Walt Disney Company where he served a dual role as both a corporate manager and internal compensation and organizational effectiveness consultant. Prior to Disney, John was a management consultant with Sibson & Company's compensation and organization effectiveness practices.

John received an M.B.A. from Northwestern University's Kellogg Graduate School of Management. He also holds a B.A. from Northwestern. He has been a featured speaker at global and industry conferences on compensation, benefits, talent management, and organization change, has published numerous articles, and has been quoted in the business press in Europe, Asia-Pacific, and the Americas.

John is Chairman Emeritus of the Compensation Advisory Board of WorldatWork, and is a member of the Chicago Compensation Association and the National Association of Stock Plan Professionals.