



# MIKE BOURGON

Human Resources Consulting

**FOR IMMEDIATE RELEASE: August 25, 2008**

Contact:

Mike Bourgon

Mike Bourgon Human Resources Consulting

651.270.2281

[mike@mikebourgon.com](mailto:mike@mikebourgon.com)

## **Former Financial Sector Chief Administration Officer Launches Consultancy Specializing in Human Resources Issues**

Stillwater, MN, August 25, 2008 -- A former Chief Administrative Officer and Human Resources Director for Charter One Bank (now the Royal Bank of Scotland), Mike Bourgon has opened the Stillwater headquarters of **Mike Bourgon Human Resources Consulting**, an independent consultancy that develops custom HR programs and solutions for both corporate needs and small business concerns.

"We're here to help businesses in the Twin Cities take the guesswork of their HR initiatives," Bourgon said. "It's too easy for any company to get caught up in day-to-day operations while ignoring ongoing HR issues. Many times, they settle for a temporary fix at best. Our goal is to work one-on-one with clients to develop individualized HR and staffing solutions which maximize both people and profitability."

A licensed attorney, Bourgon utilizes his experience to develop employees, retain quality staff, manage talent, and design systems that hold personnel accountable. As a senior executive who has overseen the impact of HR on thousands of employees, Bourgon is well vetted to make the smart moves that have a critical impact on personnel.

"Let's face it, human resource issues are a fact of life. No matter how much focus you place on your primary business agenda, HR concerns will still arise to detract. We're here to take those

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problems off management's desk and handle them efficiently." Bourgon said.

With offices in the Twin Cities, Atlanta, and Nashville, Bourgon has designed his consultancy to advise existing HR departments on their current initiatives or serve as an "outsourced" HR department for smaller clients looking for advice and support. His firm's areas of specialization include staff retention programming, merger/acquisition facilitation, grievance resolution, inclusion initiatives, and substance abuse intervention.

Bourgon said, "We're dedicated to preventing client companies from making the wrong personnel decision. Smart analysis and execution is paramount. Effective HR decisions are never made by taking a stab in the dark."

To find out more about the services and programs of Mike Bourgon Human Resources Consulting, visit [www.mikebourgon.com](http://www.mikebourgon.com).

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***Mike Bourgon Human Resources Consulting is headquartered in Stillwater, Minnesota with offices in both Atlanta and Nashville.***