



# MIKE BOURGON

Human Resources Consulting

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

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## **Former Cleveland Banking Chief Administration Officer Launches Consultancy Specializing in Human Resources Issues**

Cleveland, OH, August 25, 2008 -- A former Cleveland area Chief Administrative Officer and Human Resources Director for Charter One Bank (now the Royal Bank of Scotland), Mike Bourgon has launched **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 Northeast Ohio 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 headquarters in the Twin Cities and several branch offices throughout the eastern United States, 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.

"I loved the years that I spent as part of the financial sector here in Cleveland," Bourgon said. "Now I'm eager to bring my insight and services to a wider range of companies throughout the area."

Bourgon added, "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.***