

Profile

Michael L. Dougal Director, HR Consulting



Michael has provided skilled consultative services to organizations regarding:

- > Performance Management
- > Policy Development
- > Compensation Systems Design
- > Compliance
- > Employee Benefits Analysis and Relations
- > Organizational Incentive Programs

Contact

Please call Michael at our Pennsylvania office at 717.264.0529 or email him at mdougal@hrvaluegroup.com

With over 15 years of progressive human resource management and consulting experience, Dougal provides results-oriented HR solutions to clients focusing on their unique needs and objectives.

With prior experience as a human resource generalist with the federal government, Dougal began his career in the credit union movement by accepting the position of Human Resource Consultant with the Pennsylvania Credit Union Association. In 1999, he was promoted to Assistant Vice President, Education & Professional Development, where he oversaw the planning and delivery of the Association's education and training programs, as well as the human resource programs offered to Pennsylvania credit unions. Then in 2000, Dougal advanced his career by accepting the position of Human Resource Manager with a national, for-profit human services agency.

As Principal Consultant with HRValue Group, L.L.C., Dougal is responsible for designing customized HR solutions for credit unions desiring to increase their organization value. Providing expertise in the areas of compensation systems, benefits analysis, policy development, employee relations and performance management, Dougal provides high quality, integrated human resource services and consultation.

Professional Organizations & Activities

Mr. Dougal is certified as a Senior Professional in Human Resources (SPHR) by the Society for Human Resource Management.

Education

A graduate of Shippensburg University of Pennsylvania, Michael Dougal has over 15 years of progressive human resource management and consulting experience.

"We are committed to helping credit unions increase their organizational value by maximizing their human capital."



Trust | Commitment | Values