



Scott D. O'Rourke Gordon Advisors PC

Member since in January 2001 • Employs 60 Michigan workers • Learn more at www.gordoncpa.com

Share your company's story with Michigan manufacturers.

Gordon Advisors PC was established in 1954, with a long history of client service and direct partner participation as core values of our practice. Today, we have more than 60 employees with over half of them certified public accountants experienced in serving customers needs for accounting, auditing, tax planning and compliance, business and financial consulting, and QuickBooks consulting. Talent and experience are essential to solving a customer's problem.

What is the biggest challenge for your business? What is the most rewarding part of your business?

Gordon Advisors is no different than many other businesses that continuously work to retain and improve the workforce. We feel good about our approach. For twelve years, Gordon Advisors has been recognized as one of the 101 Best and Brightest Companies to work for in Metro Detroit. In a constantly changing environment, we are committed to continuous improvement. One of the ways that we have demonstrated our commitment is by utilizing a Life Cycle Career Management Program to provide staff with the necessary resources during each step of their journey.

What is the company culture like at Gordon Advisors?

We have a family-oriented culture at Gordon Advisors and understand the importance of balance in maintaining work-life



The partners at Gordon Advisors PC are an experienced team dedicated to assisting your business growth needs in areas of finance, tax planning and developing your long-term succession plan.

flexibility. We have made substantial investments in technology allowing employees to work from home. We are still managing that transition to ensure a continuous high level of customer service, but it is another reason that we can recruit and retain excellent staff.

How does Gordon Advisors develop next generation leaders? What do you look for in an emerging leader?

Our firm believes that investing in our people is very beneficial to our clients and that investment also provides Gordon Advisors the best ROI. One purpose of the Life Cycle Career Management Program is to assure that we identify and develop future leaders. Leadership can take many different forms. Some people bring an elevated level of technical skills necessary to be thought leaders in our industry. Others excel at developing staff or demonstrating the best ways to service our clients. We look to leverage people's strengths while also shoring up areas that need development. Extensive training programs exist both internally and

through third party professional development programs. Likewise, we believe in the importance of becoming a Certified Public Accountant and everyone has continuing professional education goals to obtain.

In what ways can Gordon Advisors support Michigan's manufacturing community?

Gordon Advisors has been working with privately-owned manufacturing companies for over six decades. The manufacturing and distribution industries are primary client sectors for us, which equates to substantial knowledge and experience. Knowledge of manufacturing processes, specific tax guidance, R & D credits, international tax consequences and financial ratios are all important. For instance, I have over 20 years of experience in the manufacturing sector and I am only one of several partners and numerous staff focused on this industry bringing our experience, knowledge and specialized education to each manufacturing engagement. ⚙️



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