

## Conducting Workplace Personnel Investigations

Workplace personnel investigation training helps HR professionals and managers conduct prompt, fair, and legally compliant workplace investigations. The training emphasizes the investigative process, covering essential topics such as the definition of an investigation, when investigations are needed, and the differences between formal and informal investigations. It also explores preliminary considerations, standards for conducting investigations, employee notification, and the investigation process itself. Additional guidance includes how to evaluate evidence, write investigative reports, and the steps after completing a report. Main objectives focus on mastering planning, evidence collection, interviewing techniques, credibility assessment, and documenting results to minimize legal risks while adhering to company policies.

### Presenters

**Adam Gormely, Dirigo RMS**, is a seasoned corporate trainer and motivational speaker with years of experience in transforming individuals and teams. Known for his engaging and insightful workshops, Adam has a unique ability to connect with audiences by drawing on his diverse professional background, including his distinguished 30-year tenure as a Maine Game Warden, where he served in various command roles.

Adam's workshops are not just about theory; they are about real change. His sessions are infused with stories of his time as a Game Warden, illustrating how perseverance and strategic thinking can lead to success. Participants leave his workshops with practical tools and a renewed sense of purpose, ready to tackle challenges with confidence and clarity.

**Brian MacMaster**, is the Chief Law Enforcement Consultant at Dirigo Safety, LLC. He served as a certified law enforcement officer in Maine from 1969 to 2022, retiring as the Chief of Investigations for the Maine Office of the Attorney General. He spent 20 years on the Board of Trustees of the Maine Criminal Justice Academy, including the last 15 years as chair. With extensive experience applying statutory and constitutional law to law enforcement operations, Brian taught at the Academy for over 45 years and served as an adjunct instructor at Southern Maine Community College and later at Husson

### Program Details

**Date**

April 15-16, 2026

**Location**

Virtual Training (by Zoom)

**Time**

10:00 AM – 12:00 PM

**Fee**

MHCA Member: \$160

Non-Member: \$240

**Total Contact Hours**

4.0

**Registration**

To participate, please [click here](#) to register.

**Job Code W26044**

\*This program is approved for CEUs by the Maine Nursing Home Administrators Licensure Board

University. He was also part of a team of professionals that trained state government HR employees in workplace personnel investigations.

**Detective Mike Pulire** (Ret.) practiced his craft across a very diverse investigative landscape both for the government and private sector. Mike studied under legendary mentors at times in his career he credits with the core principals he embraced including attention to detail, impartial reporting and the strategic use of content expert resources. Mike served for thirty-three years as a Detective in the small but highly effective squad within the Maine Attorney General's Office. There he was assigned to major cases involving complex investigations with at times state or specific agency policy influencing outcomes. Mike was a member of the Deadly Force Response Team at the AG, the recognized 24/7 responders to the use of deadly force in Maine by any law enforcement officer(s). Mike participated in well over one hundred officer(s) involved uses of deadly force many times as primary detective. Mike's body of work at the AG also encompassed one of the most diverse of subject matter in all of government investigation services, criminal and civil. He was stationed at the US Attorney's Office for the District of Maine in Portland for over twenty years where he was a confidant of senior staff. His investigative portfolio includes many matters of great public interest and media attention. Mike regards himself an old school professional exercising honest engagement and reporting always with a focus on all details both large and small. Achieving objectives over credit and recognizing contributing parties are also foundations of Mike's professional philosophy. Mike is a recognized investigative professional who as a sworn law enforcement officer served the state of Maine proudly over three decades.

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