

EDUCATION

BA in Accounting
Concordia College, Moorhead, MN

Active CPA

EXPERIENCE

Director, Process Improvement
NeueHealth, Inc.

Accounting Director
Optum

Certified Public Accountant
Godecke Clark

Senior Accountant
Grant Thornton

Accountant
Border States Electric

STRENGTHS

Cross-Functional Collaboration
Efficient and Organized
Patience while training staff
Process Improvement
Strong Ethics & Integrity
Systems and Reporting Savvy

growthoperators.com

Shawn Norton

Director
Finance Practice
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Shawn Norton is a CPA and finance leader with more than 20 years of experience in public accounting and corporate finance. As a Director in the Finance Practice at Growth Operators, he partners with clients to simplify complex financial challenges, improve operational efficiency, and implement practical solutions that strengthen accounting and finance functions.

His experience spans process improvement, systems integration, financial operations, and project management across diverse business environments. Shawn brings a hands-on, results-oriented approach to identifying inefficiencies, streamlining workflows, and leveraging technology, automation, and AI to improve accuracy, reporting, and operational effectiveness.

Known for his collaborative leadership style and ability to develop solutions tailored to each organization's needs and resources, Shawn works closely with finance teams to implement meaningful improvements. He combines technical expertise with a commitment to mentoring and developing others, helping organizations navigate change, strengthen internal capabilities, and build scalable financial processes that support long-term growth.

AREAS OF EXPERTISE

Process Improvement

Evaluates and optimizes accounting and finance processes to eliminate inefficiencies, strengthen controls, and improve operational effectiveness.

Systems Integration

Leverages technology, automation, and systems expertise to streamline financial workflows, improve data accuracy, and enhance reporting capabilities.

Project Management

Leads complex finance and operational initiatives with a focus on planning, cross-functional collaboration, and disciplined execution to deliver measurable results.

INDUSTRY EXPERIENCE

Healthcare
Insurance
Pharmaceuticals
Consulting
Financial Services
Construction
Farming
Restaurants
Manufacturing
Retail
Real Estate