2023

PROJECT SAMPLES

Courageous Leadership







COURAGEOUS LEADERSHIP SNAPSHOT

Since 1998, Courageous Leadership has changed the quality of leadership practiced by the senior leaders of some of America's top companies. Our experience has proven our solutions can and do empower clients to create world-class organizations through team practices and personal mastery. As we reflect on where we have been, we feel even more conviction about what can be achieved as we remain engaged with leaders like you.

Whether helping John Deere's leaders expand their success overseas, Johnson Controls' Industrial Design Group identify and implement new business opportunities as they evolve within the automotive industry, Chick-fil-A increase organizational capacity, or Snap-On Tools increase efficiency, Courageous Leadership collaborates to create real solutions when and where it matters most.

OUR MISSION

"Building Worthy Leaders of Great Impact"

OUR VISION

By partnering with organizations to strengthen their leadership, we have a significant influence on the lives of individuals, organizations, and local communities

OUR TEAM



Lamont Moon

Founder

Lamont founded Courageous Leadership in 1998 to help individual leaders be more effective with what they needed to achieve. His consulting experience has allowed him to influence leaders within the Department of Defense, Magna Automotive, John Deere, Snap-On tools, H&R Block, Vermeer Manufacturing, and others. Lamont also served as the Vice President of Human Resources for Jtekt North America (a Toyota group company).



Kyle Kyzer

Principal

Kyle pursued the opportunity of business consulting after having proven successes in training and coaching within a corporate setting. He worked directly with senior leaders to lead annual strategic planning initiatives as the organization sought to link the associates' daily work to preferred business outcomes. He has served clients in various settings, including: Toyota, Snap-On tools, Magna Automotive, and Chick-fil-A.



Tim Grant

Senior Partner

Tim Joined Courageous Leadership after having 25 years of operational management experience in manufacturing, product development, and sales. Having held leadership roles in quality, engineering, plant management and product development, Tim has coached and mentored teams through plant turnarounds and new technology startups in multiple locations.



”

“Courageous Leadership has freed up my time and saved us money. Their partnership has been game-changing.”

-Don Ball, CFA Operator

“Through one-on-one coaching and training with my leadership team, Courageous Leadership continues to help me make the necessary changes for the future of my business.”

-Britt Sims, CFA Operator

With the goal of "Sustaining a Reliable Workforce," Chick-fil-A operators needed a solution to attract the right people, develop high-performance teams, and create a strategically focused organization. By partnering with Courageous Leadership, individual stores are able to have a systemic approach for all of their customer groups: CFA Corporate, patrons, team members, their local community, and their operator. In this unique engagement, Courageous has created an infrastructure for recruiting the right talent, developing mid and senior-level leaders to achieve the necessary strategic results, preparing teams for future demand, and working with operators to ensure their brand continues to have the impact they desire. By contextualizing the corporate vision into the daily actions of team members, our operators understand this partnership as an investment that saves them money and achieves a better future.







TONY WORTHINGTON
Director of Operations, John Deere

"My commitment to a high-potential leader compelled me to find a leadership resource that did more than just transfer knowledge … I needed an executive coach that helped grow my leader to take on his most significant professional challenge yet, and succeed. Courageous Leadership was the perfect fit.



JOHN DEERE

1 / EXECUTIVE COACHING
Individual coaching for deep, systemic impact within the business

2 / TEAM ALIGNMENT
Identifying systems/processes necessary to achieve strategic business objectives

3 / TEAM DEVELOPMENT
Heightening team members' abilities to accomplish specified metrics (Safety, Quality, Cost, Delivery, Personnel)

PROJECT OVERVIEW

Every organization needs leaders who do the "next right thing" in the mission-critical areas of daily operations. In the competitive construction and forestry machinery market, John Deere cannot afford anything other than excellence in leadership if they are to produce strategic results within their workforce and product offerings. Courageous Leadership was asked to engage the specified annual objectives for the dominant US production site of heavy equipment by coming alongside plant leadership to align and optimize the actions of the workforce. Through coaching, team analysis and training, and a tight feedback loop for evaluation and problem-solving, Courageous Leadership helped John Deere's Davenport Works manufacturing team optimize their readiness and hold their position as the preferred supplier of heavy equipment.



”You rarely have the opportunity to exponentially increase your impact and, even less frequently, do the deep work necessary to make it realized…too often, we miss the chance or fail to engage the moment as needed. Courageous Leadership helped me change the order of things and become the leader I needed to be and maximize my impact.

BILL FLUHARTY
Executive Vice President, Johnson Controls

Johnson Controls



100 GLOBAL LEADERS

500 HIGH-POTENTIALS

18+ YEARS OF CONTINUOUS PARTNERSHIP

Johnson Controls' strategy for capturing increased market share and profitability, while also becoming known as an innovation leader, was primarily driven by the acquisition of competitors and suppliers within the automotive marketplace. With the need to synthesize and optimize the total value of these new business systems and talent, Johnson Controls chose to link strategic planning, the Business Operation System, and the talent management system through a program called "Leading the Business." The stakeholders selected for this initiative were the top 100 global leaders. Courageous Leadership was a key designer of the overall program and a key contributor in its execution. Each leader underwent training to understand the business's strategic plan and was coached to lead others effectively. Additionally, Courageous Leadership helped engineer and create a program for high-potential candidates. This continuously-offered 3-year program provoked deep technical knowledge and enterprise-wide expertise for participants.



> Our engagement of Courageous Leadership allowed us to name the realities that existed within our leadership team and business, identify solutions to mitigate problems, and enhance our strengths, ultimately resulting in a better culture for our associates and a stronger brand for our investors.

JON CARLEY
Plant Manager
Snap-On Tools

The Snap-on plant in Elizabethton, TN contributes to the brand's title as "the #1 professional tool brand in the world" by manufacturing more than 3,500 unique SKUs each year. Courageous Leadership was tasked with working alongside the leadership team to affect workforce culture, team-member performance, and process efficiency. The approach to this project centered around three areas that were discovered in a strategic planning session: problem-solving becoming a core competency; creating a new product launch system to increase efficiency and decrease waste; establishing a Human Resource Development system that would align with business needs of an organization that is constantly launching new products. Because Snap-on was already investing significantly in each of these areas, our coaching of the appropriate stakeholders and changing how leaders managed their teams allowed us to create a significant impact within the organization with minimal disruption into the system. As a result: all manager-level leader increased their problem-solving competency where they can now teach/train associates at all levels the Snap-on methodology for problem-solving; associates benefit from a partnership with a local university that equips them with skills to help them in the workplace and at home; there is a clearly defined process for new-product launches that decreases downtime, cuts scrap/rework costs, and increases profitability.





MAKING
WHAT
MATTERS
WORK

864.334.6155
104 Trade Street, Suite I, Greer, SC
www.CourageousLeadership.com