



MOE/MENTUM

**ENERGY.
COLLABORATION.
GROWTH.**

WHAT WE DO

MOEMENTUM HELPS ORGANIZATIONS THRIVE
IN THREE RELATED AREAS:

- **Growing Leadership:** We bring focus and clarity to the work of leaders through greater self-awareness, interaction, planning, communication and learning.
- **Evolving Companies (Culture):** We observe the way organizations operate, including the underlying values that drive them, and help them decide what to keep doing, start doing, and stop doing.
- **Building Teams:** We help people accomplish the phenomenal together when it is impossible alone.



THE COMPANIES WE WORK WITH



We work with a wide range of industries, from entertainment companies, like Nintendo, that change the world by bringing smiles to people's faces, to large healthcare systems, like Children's Hospitals, that innovate for wellness. We help financial giants such as Prudential, that seek continued growth, as well as online survivors, like www.altrec.com/ and www.greatoutdoors.com/. In addition, we work with small, creative non-profits like The High Desert Museum, Central Oregon Environmental Center and American Leadership Forum.

No matter what type of company you run, we can help you achieve your goals. And if you are not entirely sure what those goals are, we can help you identify and express them.

Our bias is simply to work with companies that are impacting the world in positive ways. If you are better at what you do and the people who work for you do their best work, who knows what might be possible?

Moe Carrick has been a tremendous partner to me in honing my own leadership journey, and shaping the leadership journey at Nintendo of America. Moe helped us focus on the core elements of our organization, and worked with us to put in place forward-facing action plans. She helped us in our quest to make a strong company even better.

Reggie Fils-Aime, President, Nintendo of America

OUR STRATEGIES

HERE IS A CLOSER LOOK AT THE STRATEGIES WE USE
TO HELP YOU SUCCEED.

BUILDING TEAMS

While groups of people working individually can get a lot done through their expertise, real results occur when the synergistic effects of partnership are at play.

But the reality is many problems interfere with how groups of people do their work. We offer ways to expand how people come together to work.

For example:

- **Nintendo of America:** Nintendo's President and Executive Team worked with Moementum, Inc. to make their culture more congruent with their values. We organized a series of off-site experiences designed to expand the depth of the team's day-to-day interaction and to practice "walking the talk" of the behaviors they aspire to.

- **Jesse Engineering:** Managers from this steel fabrication and manufacturing company took a series of biannual whitewater raft trips over nearly a decade, increasing efficiency, safety, and process for dramatic business success in a tough market.
- **Proghorn Golf Community:** Facing a challenging environment with a fabulous product, Proghorn leaders brought Moementum in to work with the entire team in keeping their culture and revitalizing their workforce for greatness.
- **The Great Lakes Leadership Academy:** The Michigan-based academy hired Moementum to lead their week-long wilderness leadership intensive as they kicked off their two-year executive development program – part of the American Leadership Forum's unique offerings.

“*Moe Carrick is truly gifted in her field. Her insights into executive-level relational and leadership dynamics are exceptionally helpful in moving senior teams toward greater functionality, respect, and effectiveness. She has assisted me with two separate management teams generating profound results.*”

Mike Morford, CEO Altrec/Great Outdoors



GROWING LEADERSHIP

LEADERSHIP: THE WORD MEANS A MILLION THINGS TO A MILLION PEOPLE. WHAT MAKES A GOOD LEADER? CAN IT BE DEVELOPED?

We do not believe there is one “right” way for leaders to operate. We do believe that great leadership starts with deep self-awareness, humility, openness, and desire. We work with CEOs, presidents, executive directors, vice presidents and others who wear the leadership mantle, even if they don’t carry the title, to make change happen. We do this through coaching, feedback, learning, and development.

For example:

- **Prudential Financial** hosted a series of development experiences for senior and middle leaders tasked with repatriating the staffing and recruitment function for 35,000 employees for increased quality and impact.

“*In my years as an Executive at HP and now leading PV Powered, I have not found this breadth and depth in one person before. She is truly a strategic partner to any CEO or executive team and has proven to be effective in personal coaching, organizational strategy and development, and as well as unlocking teams to reach their full potential.*”

Gregg Patterson, CEO PV Powered

- **PV Powered** hired Moementum to work closely with its team of senior leaders and the CEO to build capacity and unity in the dynamic and growing alternative energy market.
- **Altrec.com** worked with Moementum to bring a senior team together in a huge growth phase while stabilizing the company and becoming profitable after a state-to-state move.



EVOLVING COMPANIES

ALL ORGANIZATIONS - PUBLIC, PRIVATE, NON-PROFIT AND GOVERNMENT - MUST MEET THE NEEDS OF THEIR STAKEHOLDERS, IN ORDER TO BE PROFITABLE AND TO MEET THE MISSION.

Whether the organization can accomplish this depends on how the work is organized and what kind of culture exists. We think of organizations as evolving, living systems that grow, change and learn based on the environment and the people who work for them. It is often a leader's hardest task to stay above the minutiae to observe the company's big picture.



For example:

- We measured a brand name console company's cultural assets and helped each employee contribute to action plans designed to make change happen. We facilitated the creation of an internal group to drive learning and development from within for all employees, including the addition of a continuous improvement system. Executives evolved a company vision, values, and annual set of business priorities that guides the work being done at all levels and assists strong cross-functional partnership.
- Moementum worked closely with a solar inverter executive team to design plans and strategies for mobilizing talent in terms of structure, processes, incentives, leadership behaviors, meeting effectiveness, continuous improvement, and LEAN manufacturing.

Moe Carrick is an all around pleasure to work with. She is professional and shines in situations that require facilitation or a leader to take charge. I've also witnessed her have to manage volatile personal interactions between different parties and she does an incredible job in these charged environments. Smart, fun and aware, she adds big value to any project.

Shannon Stowell, President
Adventure Travel Trade Association



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