



## Courtnie M. Kline

Courtnie joined Verus Global® in 2021 as the Director of Learning & Development.

Described as a professional, people-first leader, Courtnie has nearly 20 years of professional experience in team development, individual and group coaching, strategy development, leadership program design, and facilitation.

Prior to joining Verus Global, Courtnie worked at Lockheed Martin for nearly 18 years. During that time she worked in a variety of functions including Engineering, Customer Engagement, Employee Experience and Talent & Organizational Capability. She transformed her career from a satellite engineer working on nationally critical hardware to leading a team responsible for accelerating leadership readiness and effectiveness for an organization of over 20k employees.

She specializes in strategic planning, initial program design, and the execution of high quality, adaptive leadership development solutions. Right now she is focused on applying her skills to develop and execute scalable, comprehensive, and sustainable solutions for our clients.

At Verus Global® we know that strategy execution is not an intellectual activity, it's the business of the heart, and Courtnie brings her heart to the teams she works with, believing that everyone is a leader and that connecting people to their purpose creates passion.

Courtnie holds a B.S. In Electrical and Mechanical Engineering with a minor in Economics from the Colorado School of Mines. She has her Certified Professional Coaching Certification through the Institute for Professional Excellence Coaching (iPEC) and is ACC Certified through the ICF. She is also certified in multiple leadership assessments including Hogan, The Leadership Circle 360 Profile, and is an Energy Leadership Index™ Master Practitioner.

### **Courtnie's approach to coaching:**

*"I am passionate about fostering confidence in others so they can reach their full potential. I believe connecting people to their purpose creates the space necessary to achieve authentic confidence."*

### **More about Courtnie:**

Courtnie is happily married to her high school sweetheart and they are blessed with two daughters. In three words, Courtnie is caring, playful and creative. She loves taking walks while staring at the Colorado mountains, reading, crafting of all kinds, and experiencing new places with her family.