

To Whom It May Concern,

When discussing a company's success, leaders are often brought to the forefront of the conversation. The leaders of any great company have a proven ability to achieve measurable results and organizational goals. Equally important, and more often overlooked, is the ability of a leader to develop individuals and strengthen teams along the way. Throughout the time I worked for Mike at The Foundry Golf Club, I saw him consistently demonstrate the kind of leadership that earns the trust, respect and admiration of those around him. It is my privilege to write this letter highlighting the qualities he exhibits that every great leader should aspire to have.

One of Mike's greatest strengths is his ability and commitment to the development of his team members. No great operation is shouldered by the efforts of one individual; it is the efforts of the entire team. Mike has a clear understanding of this fact, and it is shown through his continued efforts to coach, challenge and encourage his team. He never focuses solely on achieving a goal – instead, he invests his energy into the people responsible for achieving it. His investment in individual and team development is a major factor in his ability to show improvement in all of the measurable results categories.

Mike leads with humility and consistency. He welcomes and encourages differing opinions and healthy discussions, which empowers a team to share ideas and be involved in the betterment of the operation as a whole. He remains calm and approachable during challenging situations, always in search of solutions rather than placing blame on other individuals. Of all the qualities Mike possesses, his approachability stands out the most. Many managers unintentionally create an environment where employees hesitate to speak honestly or ask for guidance. Mike is the opposite. Within my first month at The Foundry, I realized he genuinely wanted to hear from his team—whether the conversation involved celebrating success or addressing difficult challenges. This approachability is a large reason I view him as such an impactful leader.

While Mike's leadership qualities are evident across the entire organization, I can also speak personally to the impact he had on my own professional development. I was fortunate enough to come to The Foundry and work for Mike as a golf professional who had the opportunity to be thrown head first into the deep end. My previous experiences allowed me to become strong in the areas of golf operations that I was responsible for, but I was inexperienced in others. Mike recognized those gaps early and intentionally created opportunities for me to grow. He invited me to shadow his lessons, participate in vendor meetings, assist with seasonal merchandise planning, and gain experience managing invoices and inventory. Rather than allowing me to remain comfortable in areas where I was already confident, he challenged me to become a more complete golf professional.

I consider myself fortunate to have had the opportunity to work under Mike's leadership. His influence on my professional growth is something I will carry with me throughout my entire career, and I believe other aspiring golf professionals will benefit from the same experience. I recommend Mike without any reservation. Any club would benefit not only from his expertise and experience, but also from the team-first attitude he brings that creates a culture of trust, accountability and excellence. He is the rare leader who elevates both organizational performance and the people responsible for achieving it, and I have every confidence he will make the same lasting impact wherever he leads next.

Morgan Symmers

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