

LEADERSHIP BEYOND THE THEORY

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"The program didn't just change my view on leadership, it gave me a suite of practical tools and an awareness of core concepts that I can now use to build my career and personal leadership style."

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NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

10

LARGEST TEAM
DAMIEN HAS LED

WHAT WAS IT THAT MADE YOU ENROLL IN THE PROGRAM?

Initially, my manager encouraged me to develop my leadership skills and pointed me in the direction of Leadership Beyond the Theory. I had already done a number of leadership courses that employers had put me through, and so I'd done quite a bit of the academic stuff.

One of my biggest learnings from the program was that it's one thing to turn up, listen, comprehend and actually understand these key leadership concepts, but it's another thing to actually put them into practice.

The LBT content bridges that gap of theory, and gives you the tools that you need to put that theory into practice.

WHAT MAKES LEADERSHIP BEYOND THE THEORY DIFFERENT FROM OTHER LEADERSHIP EDUCATION PROGRAMS/SEMINARS/WORKSHOPS THAT YOU'VE DONE?

It's no bullshit.

The content is not manifestly academic and is based on Marty's real life experience and knowledge, which makes it relevant to a leader in my position. Too many leadership programs/seminars/workshops focus on the esoteric theory - this program is based on real and legitimate experience so I could really relate to it.

WHAT WAS YOUR MAIN 'PIE IN THE FACE' MOMENT DURING THE PROGRAM?

It was looking back on my career and realising that I've made some leadership mistakes such as dipping down and not creating a strong accountability team culture. Realising that in some of the projects I've led, I've gone down into the detail too much and not left the accountable person alone to do their job!

It wasn't because I didn't trust them, it was because I felt that I needed to know everything, because ultimately, I felt responsible for the outcome.

Now that I'm aware of it, I make a conscious effort to jump out of the details and focus on the bigger picture, by empowering my team to deliver what I've asked of them.

I'm a curious person by nature, and so I'm working on curbing this natural tendency and asking the right questions!

WAS THERE ANYTHING THAT REALLY SURPRISED YOU ABOUT THE PROGRAM?

I must admit that the weekly webinars surprised me! I didn't think they would be as interactive as they were, and it was great to be able to ask Marty questions that related the week's lessons to my personal circumstance.

The webinar platform was awesome and easy to use. In fact, the whole content delivery platform was really, really good!

WHAT IS THE BIGGEST IMPACT THAT THE PROGRAM HAS HAD ON YOUR LEADERSHIP CONFIDENCE AND CAPABILITY?

It's helped me further develop a leadership style that suits me. So I'll take some of the tools and concepts that I learned throughout the program, that I think complement where I want to go in my career, and use them to work on my leadership shortcomings.