

LEADERSHIP BEYOND THE THEORY

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"I didn't expect to feel like a more capable leader so early on in the course. Even after the first module I felt like I was making progress and getting in control!"

10

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

40

LARGEST TEAM
MICHAEL HAS LED

WHAT RESULTS OR CHANGES HAVE YOU SEEN IN YOURSELF OR YOUR TEAM, SINCE COMPLETING LBT?

Things are getting done! People now have a clear understanding of what's expected of them and how they are going against those expectations. I am much better at handling conflict and having difficult discussions, and much faster at making good decisions quickly.

I had a huge problem with someone in my leadership team kicking down, working below their level, and not meeting my expectations. This is a highly capable individual that I knew was suffering under my leadership. After digesting a heap of the course material, I got organised and we sat down to work it out, and they are already kicking the goals that we set.

Things that were put off for too long have finally been done!

WAS THERE ANYTHING THAT PLEASANTLY SURPRISED YOU ABOUT THE EXPERIENCE?

I didn't expect to be able to mirror a lot of the content so easily, without it feeling contrived. I am able to directly quote Marty a lot at work, and it plays.

WHAT WOULD YOU SAY TO SOMEONE IN A SIMILAR CAREER POSITION TO YOU WHO WAS CONSIDERING DOING THE PROGRAM?

Get up super early and hit the content before you start your day, it becomes a bit of a ritual and really gets you committed. The lessons are practical, Marty is very easy to understand, and you'll be able to make a difference immediately in your leadership.

Any person at any level of leadership will get value from this.

WHAT SPECIFIC CAREER CHALLENGES DID YOU HAVE, THAT LED YOU TO LOOK FOR A SOLUTION LIKE LBT?

My business had a problem with driving accountability, working at level, and suffered from the lack of a clear vision. I felt like I wasn't organised, was losing control, and that we weren't working to our full potential.

If we were going to grow past the point we were at, our leadership and management needed to be better.

WHAT WAS YOUR 'PIE IN THE FACE MOMENT', THE CONCEPT THAT REALLY STUCK WITH YOU AND MADE YOU GO 'WOW, I NEED TO WORK ON THAT!'?

Definitely Module 4: Working at Level. I was guilty of working below my level and I didn't realise the impact it was having on the confidence of my team.

Other than that, I already knew I was bad at handling conflict so a lot of that material was hard to confront!

WHAT WAS THE MOST VALUABLE THING ABOUT THE PROGRAM?

One thing that really stuck with me was the lesson on reflection. I use this all the time now. I throw myself head first into things I would usually avoid and then pat myself on the back for having a go and reflect on what went well and what didn't.

Marty really helped give me the confidence to step out of my comfort zone by giving me the tools to implement, and made me feel comfortable in the stage I was at on my leadership journey.