

LEADERSHIP BEYOND THE THEORY

CLINTON NEUMANN

MANAGER OPERATIONAL CAPABILITY - QUEENSLAND FIRE & EMERGENCY SERVICES



"The program content is high quality and deals with the actual problems leaders need to address to get out of their own way and get things done. It's a very worthwhile investment of time, energy and effort."

10

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

45

LARGEST TEAM
CLINTON HAS LED

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

My organisation is on a transformational journey and I was looking for an independent input that was evidence based in similar challenges, but not from within my industry.

From listening to the podcasts, it was apparent that Marty's experience in mining, rail and wholesale electricity had similar challenges (entrenched unionism, entitlement, government relationships/ownership) but without the industry lens of public safety which has a few cultural implications that tend to cover over the root causes and core challenge.

DO YOU THINK THE PROGRAM WAS VALUE FOR MONEY?

Yes. Although an incredible amount of value is gifted in the podcasts, the LBT program provides an even greater level of detail and opportunity to comprehend, structure and implement the concepts with an interactive group webinar session each week.

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

That I need to stop believing my own bullshit and making excuses for avoiding the difficult stuff. By challenging the status quo and making sure that people are actually held to their accountabilities and working at the right level, I'm able to achieve more and have less internal conflict about not doing what I know needs to be done!

Since completing the program I have noticed a greater ability to articulate ideas with tact, logic and a willingness to deal with the immediate issues that add value. I've developed a penchant for value based assessment of energy and effort, both with my own time and the time of those in my team.

HOW DID YOU MAKE THE DECISION TO DO THIS PROGRAM, WHY LBT?

I decided to go with a shorter duration, applied program that allowed me to reinvigorate through practical immersion of tactical leadership building as opposed to a longer duration formal program such as a MBA that would be also useful but broader on the process and structure of the non-human aspects.

I wanted to deal with the accountability piece and the human stuff in the short term.

WHAT WOULD YOU SAY TO SOMEONE CONSIDERING DOING THE PROGRAM?

LBT is a good investment of time, energy and effort to help achieve greater outcomes, and gives you the tools and confidence to get stuff done. It has great depth of content and is highly engaging.

WAS THERE ANYTHING THAT PLEASANTLY SURPRISED YOU ABOUT THE PROGRAM?

I was surprised by the quality of the online program. Given the mixed bag of outcomes from this style of delivery that I had seen previously, I found that the structure of this program was flexible and easy to adapt into my commute to maximise my productivity & engagement.

I also really liked the interactive weekly webinars - the engagement with Marty was highly valuable and the ability to submit questions and receive the detailed mentoring style feedback in the context of further unpacking the learning was super valuable.

I would absolutely encourage others to undertake this program.