

LEADERSHIP BEYOND THE THEORY

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"Leadership Beyond the Theory is very engaging and it's likely that you'll learn something about yourself that you were previously unaware of. Ultimately it has the potential to make you a better person, which in turn will make you a better leader."

15

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

36

LARGEST TEAM
MATTHEW HAS LED

WHAT SPECIFIC CHALLENGES WERE YOU HAVING THAT LED YOU TO LBT?

Our GM sent the program to me, and around the same time we lost some key members of staff which meant some changes were happening. I was also transitioning roles and thought that given my lack of any formalised leadership training, it was time to look at furthering my education in this field from someone who has experience as a senior leader. Several of the staff members who left my organisation also played a significant role in my mentoring, so really it was just perfect timing.

DID DOING THE PROGRAM WITH OTHER LEADERS IN YOUR ORGANISATION HELP YOU TO IMPLEMENT THE LBT CONCEPTS?

Well I'm hearing a lot of the lessons and strategies being spoken about by the other students in my company, so it's good to hear that people are getting on the same page. For example, everyone is talking about value, and asking things like "Is doing that value accretive?" so yes, I think it's great!

DO YOU THINK THE PROGRAM WAS VALUE FOR MONEY?

Yes definitely. Compared to the different types of courses that I'd participated in over last decade, I was actually looking forward to completing the training modules and learning something new each day.

I'm pretty cynical with these sorts of things, and to be honest I thought it would be a chore. As I started to get into the course, I found that the content really resonated with me and made a lot of sense.

For 7 weeks, I would make a coffee, sit down and focus everything on leadership and the training modules. It was how I absorbed the lessons and became a part of my daily routine.

HAS IT CHANGED THE WAY YOU RESPOND TO LEADERSHIP CHALLENGES?

Yes definitely. There was a 'situation' last week where I would typically avoid the conflict and just let this particular thing go, but I thought no, what can I do to resolve this quickly and move forward. I thought about what I'd learned in Module 2 Handle Conflict, and dealt with it strategically and confidently. I wouldn't have done that without the program.

WHAT SURPRISED YOU MOST ABOUT THE PROGRAM?

Enjoying LBT was actually a surprise! I was also surprised with how my logic and principals aligned with the theory. As an example, after doing the first module I went home and the lessons resonating in my head, I literally couldn't stop thinking about how I was actually going to apply it to my organisation and the positive impacts it could have in my work place.

WHICH MODULE HAD THE BIGGEST IMPACT ON YOU?

Working at Level. Really it was just recognising that I was 'dipping down' a lot more than I should have been.

We've had a graduate here for about 4 years and I been getting the individual to do all the prep work whilst I still consolidate all the results and also write up the final engineering report.

After completing this program, I've realised that I not only am I creating more work for myself, I am also stifling the graduate's development. As a result, the graduate now gets the project from start to finish. And you know what? The work is still getting done, the world hasn't imploded, I've just got more time now to focus on tasks more relevant to my role!

And that's important, because it adds more value to the business.