

LEADERSHIP BEYOND THE THEORY

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18

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

38

LARGEST TEAM
ALASDAIR HAS LED

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

The company I work for went through a merger and acquisition three years ago. The usual transitional challenges that come with this were compounded by a very buoyant market, meaning that talent retention is a challenge but also vital.

I wanted to make sure I was doing all I could to help build a dedicated and stable team of high performers. In terms of my own career progression, I was looking for some insights to help me progress in the company.

WHAT ABOUT THE PROGRAM EXCEEDED, MET OR DIDN'T MEET YOUR EXPECTATIONS?

It was a well-balanced course, and reinforced that what I was doing in a lot of areas was the correct approach. But LBT also provided me with some extra insights and processes to help negotiate the trickier situations. The reflection questions were really good, and the 1:1 question that were answered by Marty were also really valuable!

DID YOU FEEL AS THOUGH YOU GOT A PERSONALIZED EXPERIENCE DURING THE PROGRAM?

It was great! It's a well-oiled machine, and even when Marty fell ill, he and the team still stayed on top of things. Marty and Emma are the people we see at the webinars, and Emma is great at including everyone's comments and referencing material at the drop of a hat, but I can only imagine the work that the whole team has to put in.

I had no idea there were 300 leaders in the cohort! Wow!!

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!'?

The Build Resilience module was the most useful for me. The process of identifying what is within my control and influence, and what are cold, hard facts was useful to reinforce the right behaviors to get through challenging times.

WHAT WAS YOUR FAVORITE THING ABOUT THE PROGRAM?

The ability to work through at your own pace with the deadline of the webinar every Sunday evening was great. Some weeks I spread the module out, some weeks I did it at the start as I knew I had a busy end of the week, and other weeks I crammed it in with a glass of wine on a Friday evening.

IS THERE ANY FEEDBACK THAT YOU THINK WOULD BE VALUABLE FOR FUTURE STUDENTS TO KNOW?

The Implementation Playbook is a useful reference point, so fill it in as you go. Look back at your notes and listen to the podcast version of the lessons.

WHAT ADVICE WOULD YOU GIVE TO FUTURE LBTERS ON HOW TO BEST FIT THIS PROGRAM IN WITH A BUSY SCHEDULE?

Put in the time every week, even when you feel you don't have the time!

There are additional resources available, and that gives flexibility in how you listen to the course content. There was one week I was particularly busy, so I listened to the lessons while doing a bush walk!

IF SOMEONE IN A SIMILAR CAREER POSITION TO YOU ASKED YOU FOR YOUR ADVICE ON WHETHER THEY SHOULD DO THE PROGRAM OR NOT, WHAT WOULD YOU SAY?

Absolutely do it. It's very valuable. I've been in a few management and leadership courses over the years, and this is up there with the best of them in terms of structure and content.