

# LEADERSHIP BEYOND THE THEORY

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*If you like the podcast you will LOVE the course! I've already told peers, staff and friends to start listening and get on the course!*

8

NUMBER OF YEARS  
AS A LEADER

10/10

LIKELIHOOD TO  
RECOMMEND TO OTHERS

220

LARGEST TEAM  
GIULIANA HAS LED

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

I'm always looking to learn and improve through a variety of ways. Each year, in addition to books, journals and podcasts, I take on something substantial. Having listened to most of Marty's podcasts I was excited to dig deeper and see what I found.

Before taking LBT, I was also facing some challenges at work that had blind sided me and I wanted to understand what had gone on. I knew I was past pure academic learning on the topics in the course so I was curious to see how Marty combined the academic with the real world when he had more than 20 minutes!

### CAN YOU DESCRIBE YOUR SELECTION PROCESS AND WHAT CRITERIA YOU WERE LOOKING FOR TO ENSURE THIS WAS A SOUND INVESTMENT?

Cost + time vs potential learning and growth. I was reasonably confident I'd learn something with how much I got from the podcast. The cost was relatively low compared to other senior executive training (noting it's not just for senior execs!) and the time commitment seemed manageable, and it was. I even looked forward to my weekend study sessions once I found my groove.

## **WHAT IMPACT, IMPROVEMENTS OR RESULTS HAVE YOU ALREADY SEEN (EITHER FOR YOURSELF OR IN YOUR BUSINESS) SINCE STARTING LBT?**

Implementing single point accountabilities has already had an impact on my team and their delivery success. It's such a simple concept that takes practice to execute daily, but when you do, your team thrives and the business succeeds. It also makes performance management, something I was pretty good at already, even simpler.

It's so easy in most organisations to be focused on outcomes - which is good - but you need to give your managers the space to manage. So my direct reports understanding that I'll hold them to account for how they manage their team, has been both freeing and set a high bar.

We did some reflections on challenges we've had in the last quarter and using the above method meant all the challenges were resolved, delivery was achieved and we were in a better position than at the start of a quarter. Not to say it was easy, but it was easier than it could have been!

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

Everything! The unique format with someone who knows their stuff and how to communicate it succinctly really made the course stand out to anything I've done before.

## **DID YOU FEEL AS THOUGH YOU GOT A PERSONALISED EXPERIENCE DURING THE PROGRAM?**

The personal nature of the course was a real surprise. Being able to ask questions ahead of time, and have them answered live with clarifications was so powerful. Marty's take on one of my experiences was absolutely game changing for me. As the course progressed, I then had more tools to take back into my organisation and shape the situation.

## **HOW HAS THE PROGRAM IMPACTED YOUR OVERALL CONFIDENCE AND ABILITY TO LEAD EFFECTIVELY?**

I've already recommended this program to many of my colleagues and friends. I think everyone's learning journeys will be different depending where you are at in your career and experience, but for any leader it has loads to offer.

For me I describe it as 'The Matrix', where all the 1s and 0s and lined up, the dots connected and I had some pretty significant learnings. So while nothing I heard was new material, what was new and impactful was making sense and connecting it to real life scenarios. It has given me confidence in how I operate in some areas and helped me pivot with confidence in other areas.

## **DO YOU THINK THE PROGRAM WAS VALUE FOR MONEY? WHY/WHY NOT?**

Absolutely! If you look at the other options, few are at this price point, and more importantly require such little time commitment for significant learning and development. This 100% aligns with Marty's podcast mentality!

## **WAS THERE ANYTHING THAT SURPRISED YOU ABOUT THE PROGRAM, ANYTHING THAT YOU DIDN'T EXPECT?**

How personal the program was, and how Marty genuinely answered our questions. It was awesome!