

# LEADERSHIP BEYOND THE THEORY

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*"There were some things that I found confronting and that were hard for me to hear. If it makes you uncomfortable, embrace it! Because I implemented those necessary changes, I am now working in possibly the best role I've had yet!"*

6

NUMBER OF YEARS  
AS A LEADER

10/10

LIKELIHOOD TO  
RECOMMEND TO OTHERS

10

LARGEST TEAM  
BONNIE HAS LED

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

I've always invested a lot in other people, but much less in myself. I wasn't really considering my own needs and limits. I had challenges with difficult conversations, ambiguity in my role and the role of my team, and with setting the right boundaries so that people didn't rely on me too much. Mostly, I was trying to navigate leadership without any real practical guidance.

### DID THE PROGRAM EXCEED, MEET OR NOT MEET YOUR EXPECTATIONS?

I've done leadership courses in the past and I expected this one to change my outlook slightly, but the impact has been more profound than I thought. The first two modules really hit me! I found them confronting which made me really commit to completing the course and get excited to see how it would change me. I'm already going back through it!

I love the emphasis on not overwhelming yourself with too many changes at once. Just focus on implementing the most valuable things first.

## **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!'?**

Respect before popularity! Marty basically told me that I need to set healthy boundaries and stop needing to be accepted so much. It was incredibly hard for me to hear and it actually coincided with me being approached by someone I really wanted to work with.

Because I implemented those necessary changes, I am now working in possibly the best job I've had yet!

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

I'm much more direct with my team, and I'm honest about what I can and cannot take on.

I'm more structured within myself and I watch my time to ensure I'm using it effectively.

This is a really big one for me... I've started saying "No"!

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

The 1:1 videos really helped me. I found Module 1: Deliver Value very challenging, but Module 2: Handle Conflict really impacted me. It was akin to being sat down by a parent or sibling and getting a bit of a wake up call! I really appreciated that Marty not only helped me navigate my challenges, but that he shared that he had similar experiences in the past.

I really loved the fact that Em and Kel reached out so many times to check we were on track and we had everything we needed. I also enjoyed the LinkedIn group. I know it can be daunting for people to be open and share, but the team did a great job of engaging us each week.

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

Complete the lessons through the student-only podcast if you're travelling, walking or just outside enjoying sunshine. Listen to them again if you forget things. Honestly, whenever I was tired or a bit flat, I would put on the podcast lessons and it would give me the push I needed.

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

The webinars are great, but I really loved the 1:1 videos from Marty. I love that he took the time to say "Hey, this might be an issue for you but that's okay. Here's how you can potentially work through it." Don't be afraid to share.

If it makes you anxious or uncomfortable, embrace it. Just know it won't be that way long-term and especially not if you take advantage of the great resources. Also lean on Kel in Customer Success, she can help keep you motivated if you feel a bit out of your depth!