

LEADERSHIP BEYOND THE THEORY

VICTOR TRAN

SENIOR BUSINESS IMPROVEMENT MANAGER, METLIFE AUSTRALIA



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NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

18

LARGEST TEAM
VICTOR HAS LED

WHY DID YOU DECIDE TO DO THIS PROGRAM IN THE FIRST PLACE?

I had always had a vision of the type of leader I wanted to be but before signing up for LBT when it came to putting my vision into practice, it felt like I was trying to assemble an Ikea flat pack without the instruction manual.

For me, **LBT WAS the instruction manual. It provided clear actionable steps and tips to quickly implement.**

I was trying to position myself for a promotion into a leadership position at the time, so this couldn't have been a more valuable way to gain a real edge and accelerate my progress.

DO YOU THINK THE PROGRAM WAS VALUE FOR MONEY?

100%! If there's anyone who has the ambition to move into a leadership role and wants to be able get a head start on their career and self-development, LBT delivers this in a **self-paced, personalised way which will really leave you with innumerable "a-ha" moments.**

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

The LBT program has empowered me with the confidence and most importantly guiding principles which perfectly encapsulated the values I held dearest to me on execution, accountability and speed.

What made it even better was having access to other like-minded leaders for bouncing ideas and learning from others' situations as well.

CAN YOU PLEASE SHARE ANY CHANGES THAT YOU'VE SEEN IN YOUR TEAM'S PERFORMANCE OR MORALE SINCE STARTING THE PROGRAM?

At the risk of sounding arrogant, the program has helped me to improve the consistency in standard and messaging to my team.

As a by product, this has enabled them to implement a simpler and more focused work program where priorities and value levels are crystal clear.

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

I had always been an avid listener of the podcast since episode 1 so I knew the value of the content I was getting. The credibility of Marty and his easily digestible sprinkles of inspiration and wisdom made this a **no regrets move**.

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

I didn't expect the amount of personalisation and individual care to be of such a high calibre. Marty and Em made the time to get to every question and query that I posed either in the group Q&A sessions or an individualised video to tackle the question. How they managed this with the entire cohort and to do it with so excellently is unreal!

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 go for it. I'd recommend they check out the podcast and the book to get a flavour for the delivery and foundational concepts and if this resonates with their brand of leadership, go for gold!

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

LBT is self paced and there is lifetime access to the content. I was able to manage the content and attend the Q&A whilst juggling my two kids, renovation planning, moving houses and gunning for my next role. It only takes an hour or two a day get through the content and it's also delivered in modular fashion so it's not one massive chunk in one sitting.