

# LEADERSHIP BEYOND THE THEORY

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*"If you want a tactical value return, put a handful of your leaders through LBT. But I can guarantee you, if you were able to institutionalise the program, you would create a highly constructive culture, which would deliver immense value to any organisation."*

29

YEARS IN TRAINING AND  
DEVELOPMENT

10/10

LIKELIHOOD TO  
RECOMMEND TO OTHERS

60

LARGEST TEAM  
DANNY HAS LED

### **YOU'VE SEEN A LOT OF LEADERSHIP PROGRAMS IN YOUR TIME AS AN ORGANISATIONAL DEVELOPMENT (OD) SPECIALIST - WHAT MAKES LEADERSHIP BEYOND THE THEORY (LBT) DIFFERENT TO THE OTHER PROGRAMS OUT THERE?**

The key differentiator, in my opinion, is that the program material is designed by a successful CEO, is practical and immediately applicable. It's not overburdened with a huge amount of theory that you've got to go and read, retain and distill yourself. It's basically "Here's the problem, here's the action. This is how you need to think about it, this is how you need to execute on it." I appreciated how precise, concise, insightful and to the point the learning material was, that's what really hit me.

I think that this is what's going to scratch the itch of the practicing Leader, but also of any OD professional who is looking to get their people into a program that works, and that gives their leaders and organisation an immediate benefit.

## **HOW CAN LEARNING AND DEVELOPMENT PROFESSIONALS BEST USE THE LBT PROGRAM TO INCREASE THEIR ORGANISATIONS LEADERSHIP QUALITY AND CAPABILITY?**

I think there's a huge opportunity for HR professionals, L&D, OD and Talent specialists within organisations to use LBT as the nucleus of their Leadership Development and Talent identification and development system.

I would use Marty's '7 Pillars of High Performance Leadership' (which makes up the seven modules) as a way to describe the desired skills and behaviours of a leader within the organisation. Put your Leaders through the program. You will quickly spot your Talent, they'll understand and move on the LBT learnings quickly, implement and drive serious value for the organisation. You won't have to guess who your Talent is.

## **WHAT WOULD YOU SAY TO AN OD CONSIDERING THIS PROGRAM FOR THEIR TEAM?**

The conversation I'd be having would be to say yes, you could put some of your leaders through it and get results from those individuals, but if you could get every single one of your leaders exhibiting the behaviours that Marty outlines in the program, then a constructive culture will result, and that can fundamentally transform an organisation.

## **WHAT EXCITES YOU MOST ABOUT LBT'S POTENTIAL IN THE LEADERSHIP EDUCATION SPACE?**

I think it's that the 7 modules have application to all leaders. It's not just isolated topics and that's what excites me - it's a leadership system designed by the person ultimately accountable for Leadership Capability - The CEO.

## **WAS THERE ANYTHING THAT REALLY SURPRISED YOU AS YOU WERE DOING THE PROGRAM?**

The delight was just having so much time to get inside Marty's head! CEOs are so busy and getting access to their inner thoughts and strategies is near impossible, so I just thought it was so refreshing and fantastic to get that.

Getting that unguarded access is what I was most surprised about.

In that role of CEO at CS Energy, only Marty truly knew the pressure, it's sort of like pulling back the curtain on a hidden secret. What was he really thinking when a tough decision needed to be made? What did he really have to grapple with? And then how did he choose to react to that, and why?

Having access to that perspective is absolute gold.