

# LEADERSHIP BEYOND THE THEORY

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DIRECTOR - LECROPT NURSERY & BRIDGE OF ALLAN OUT OF SCHOOL CARE



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25

NUMBER OF YEARS  
AS A LEADER

10/10

LIKELIHOOD TO  
RECOMMEND TO OTHERS

45

LARGEST TEAM  
LORNA HAS LED

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

Some of the managers in my organisation and their teams weren't performing as well as I felt they could. I did some reflection on my own performance and started looking for content that could help me to lift my capability, and theirs too. Luckily, I found the *No Bullsh!t Leadership* podcast!

The podcast then led me to *Leadership Beyond the Theory*. As I progressed through the program, I became aware of concepts (like delivering value and driving accountability) that I previously hadn't even realised were common leadership challenges!

### 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!'?

There were many things that stood out, but the two concepts that really stuck with me were: "Activity vs Value" (understanding the difference between each and being able to identify them in our day-to-day work) and "Don't dip down!" (working at the right level!).

## **GIVEN THAT YOU WERE A PODCAST LISTENER BEFORE YOU JOINED THE PROGRAM, ARE YOU ABLE TO ARTICULATE THE KEY DIFFERENCES BETWEEN THE PODCAST AND LEADERSHIP BEYOND THE THEORY (LBT)?**

Listening to the podcast does give you the basics, but LBT goes into much more depth. It helps you to understand how to apply the principles even better!

The questions asked by the other leaders in the weekly webinars take the learnings even further. The modules, and the order in which these are presented, also contribute to a more holistic and deep understanding of Marty's framework. Applying the concepts in real time and joining them all together gives you a clear leadership roadmap.

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

I've started using a completely different language. I am constantly thinking about value and not just activity. LBT enabled me to see the forest rather than the trees! I feel a weight has been lifted, and I have a much clearer focus on what actually drives value for the company.

I also learnt a lot about myself and the role I should be playing as Director. I'm not dipping down as much anymore, because I'm leading my people to do the work instead of doing it for them - as a founder this is really hard. I feel like I am having a personality change!

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

The 1:1 videos from Marty and hearing questions each week from other leaders doing the program who work in huge companies - it surprised me that most of them were experiencing the same difficulties as I do in my small business! I really loved the way Marty, Em and Kel made me feel so welcome, and helped me to get the most out of the program!

The pace was great too. Even though it was fast, it kept the momentum going. I feel as though you need to do it at this pace to get the full impact and understand how everything fits together.

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

Once I completed LBT, I realised how valuable it was to complete the modules in succession, and then connect the dots. This helps you to understand that if you don't address one area, it can potentially impact other areas in the workplace. It might even make you realise that you've been trying to improve the wrong area in the first place!

Even if there are lessons within LBT that you feel you are relatively good at, don't rule out the whole program. Learning how that section fits in to the overall picture of leadership is still very valuable.

Make sure you set aside time each week to complete the lessons! Depending on the content of my diary for that week I would do it at different times and sometimes certain weeks didn't go to plan, but keeping pace and making the time for it makes a big difference!