

LEADERSHIP BEYOND THE THEORY

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"Doing this program was such a wake-up call on what's holding me back in my leadership journey. I cannot explain how invaluable this program has been for me at the current stage of my career!"

6

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

15

LARGEST TEAM
NICOLE HAS LED

DID THE PROGRAM MEET YOUR EXPECTATIONS?

LBT well exceeded my expectations! I had anticipated that it would be similar to other leadership programs with a lot of focus on the theory aspect, however, it was a fantastic mix of theory with real life scenarios, as well as the opportunity to get insights into problems being faced by other leaders in the cohort.

WHAT WAS THE MOST VALUABLE THING ABOUT THE PROGRAM FOR YOU?

What I found fantastic about this program is how easy it was to fit the lessons in throughout the seven weeks. Unlike some other programs, it didn't feel theory-intensive and instead focused on the application aspect of each concept. Each lesson was set up with easy to digest content and the supporting materials and weekly live webinars were fantastic to cement the ideas. It didn't feel like a struggle to complete the entire program and integrated very easily into each week.

WAS THERE ANYTHING THAT PLEASANTLY SURPRISED YOU ABOUT THE PROGRAM?

It really surprised me how easily I was able to apply the concepts into my day-to-day work straight away. From the first week with the Drive Value module, there were so many moments the content resonated really strongly and triggered me to re-evaluate and reconsider ways of working with my team.

I also found the weekly Q&A sessions extremely invaluable - with such a diverse cohort, I thought the concerns other leaders were facing would be quite removed from my role. However, I found that these challenges actually resonated across various sectors and the insights given by Marty during these sessions really helped me to solidify the concepts.

WHAT RESULTS HAVE YOU SEEN IN YOURSELF SINCE COMPLETING LBT?

I have definitely seen an increased confidence in my leadership ability, which has assisted over this challenging period with COVID-19 and the significant impact on the hospitality and tourism sector.

"Excellence over Perfection" has become one of my new mottos that I remind myself of regularly. It keeps me on track so that I can complete the leadership tasks without getting stuck dipping down to lower levels.

The idea of leaving a level and leaving a comfort zone is a concept that has really stuck with me. It is so easy to continue to do the work that you know, so simply recognising that it should be uncomfortable to work at a new level has made me re-evaluate when I want to dip back down into my comfort zone. This has helped me work at my level and lets my people work at theirs!

WHAT WAS YOUR 'PIE IN THE FACE' MOMENT DURING THE PROGRAM?

Module 4: Work at Level and Module 6: Drive Accountability resonated so strongly with me and gave me a bit of a kick into gear to focus on those areas.

If you had of asked me before starting LBT I would have considered myself well versed in these areas and it was such a wake-up call on what's holding me back in my leadership journey.

WHAT WOULD YOU SAY TO SOMEONE WHO IS CONSIDERING INVESTING IN THE PROGRAM?

Do it! You will definitely not regret investing the time and money to go through this 7 week program. It's the perfect jump-start to your leadership experience and will set you up to excel in your career moving forward.