

LEADERSHIP BEYOND THE THEORY

DEVON WYATT

SENIOR PROJECT MANAGER, NEWCOLD



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25

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

220

LARGEST TEAM
DEVON HAS LED

WHAT CHALLENGES DID YOU HAVE, THAT LED YOU TO ENROLL IN LBT?

I have previously owned my own company for nearly 15 years, and now I'm an employee again. I found that trying to get an accountability model to work was next to impossible.

I first stumbled across the No Bullsh!t Leadership podcast, and then, when asked by the company what I needed to be successful, I suggested this course. To my delight, it was approved!

Make no mistake, this 8 weeks is not about lip service - you need to dedicate the time to it as it is both reflective and insightful.

Being a results-driven Gen-X myself, I previously felt like the same motivators weren't present in younger generations and I didn't think that construction has changed all that much over the years in that way. LBT helped me see that I was wrong on that front! I'm now approaching the 30-year experience mark, and thought I had a decent grasp on the management of people. But, to be honest, this course proves you can teach an old dog new tricks!

WHAT MAKES LEADERSHIP BEYOND THE THEORY DIFFERENT FROM OTHER LEADERSHIP EDUCATION PROGRAMS/SEMINARS/WORKSHOPS THAT YOU'VE DONE?

I've completed classes by Project Management Institute, I've done Gold Seal Certifications and I've completed a Masters in Project Management but Leadership Beyond the Theory was the best!

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

I didn't expect that the reflection tools would be so impactful. Clearly Marty and the team have called on experiences from the real world and have applied them to these course sections.

Regardless of if you're 5 years in or 30+ years on, this course will enlighten you and enhance your skills.

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!'?

My pie-in-the-face moment came to me when I realized that not everyone is a high performer and to stop treating them as such. It was a real lightbulb for me, as previous to that I would just push through and make things work, regardless of the outcome.

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

Make sure to block out the time required to make it work. I found that either I would blast through it all on a Friday morning or I would postpone it to a Saturday morning and get it done. Some found it easier to peck at it every day and I just couldn't do that as a GM for a construction company.

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

This program has given me the ability to focus on how to address a team's shortcomings and equally showed me the hard truths about where I thought I was as a leader (I can now call myself a critical 7.75 /10 - always room to improve).

The tools provided are excellent and unbiased and appear to work across all industries and sectors, as we found in our break-off sessions.

Previous to this I may have been the "bull in the china shop" where I sought the immediate answer but now I've learned to listen first, step back, read the situation and determine if a head-strong approach is still what is required or if there are other external factors at play, resulting in another more tactful way of getting the results I need.

Make no mistake, this is not an overnight fix and only works as fast as your team does.