

LEADERSHIP BEYOND THE THEORY

VICTOR KARLSSON

TECHNICAL MANAGER - ECKERÖ GROUP



"This is a very effective way of learning with video, the Implementation Playbook and questions after the modules. It really makes it stick to your memory!"

15

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

50+

LARGEST TEAM
VICTOR HAS LED

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

Since I've started the program, I've become much more conscious of my actions and their impact, focusing on delivering value in both the short and long term.

I've shifted from delaying conflict resolution to addressing it promptly, which has opened the door for meaningful discussions and allowed me to fine-tune my approach based on my team's feedback.

Although I'm only four months into my new role, I've also noticed my team are performing at a level higher than expected. It's hard to say if it's the new position or my new habits, but I'm holding off any judgment until I hit the one-year mark.

The program has been instrumental in enhancing my leadership awareness on multiple levels. Every time I catch myself slipping into old habits, I can almost hear Marty's voice reminding me to steer clear of those pitfalls!

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

This program stands out because of its highly effective learning method. The mix of videos, the Implementation Playbook, and questions after each module, makes it easier for you to remember everything you learn. This combination is not just effective; it's a clever method to ensure that the lessons stick with you longer, helping you apply them in real-life situations.

DID YOU FEEL AS THOUGH YOU GOT A PERSONALIZED EXPERIENCE DURING THE PROGRAM?

Every question I had was addressed during the cohort discussions, allowing for great one-on-one discussions with Marty. This personalized attention made the course a perfect 10 out of 10 for me!

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 been listening to the podcast for a year, and it already made a significant impact on my perspective on leadership.

The episodes resonated so strongly with me that I felt confident this program would be a worthwhile investment.

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

Before joining LBT, I struggled with working at the right level and tended to micromanage, especially when progress felt slow. This issue became glaringly obvious after completing the "work at level" module.

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, but the realization that getting everyone to work just 10% more effectively could have a monumental impact with a team of 50, was a major wake-up call for me.

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

I'd recommend setting aside 4-5 hours per week to dedicate to the program, maybe 7-8 hours in the first week since the value module is quite intensive.

It's absolutely worth the time for the insights and improvements you'll gain!