

# LEADERSHIP BEYOND THE THEORY

## SCOTT SPENCER

STATE MANAGER QLD & NT (SALES & OPERATIONS) - EXEDY AUSTRALIA



*"Absolutely do it. I've already recommended to my boss that we put all leaders through this program! If you want to move forward, lead with confidence and remove uncertainty from your leadership then LBT is a no-brainer!"*

6

NUMBER OF YEARS  
AS A LEADER

10/10

LIKELIHOOD TO  
RECOMMEND TO OTHERS

15

LARGEST TEAM  
SCOTT HAS LED

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

I really wanted to take my leadership to another level. Rather than do what has always been done, I wanted to do what **needed** to be done to develop the best in myself and others.

I care about developing others just as much as developing myself, so I was looking for help in areas such as having tough conversations and creating stronger accountability. I wanted something that would help myself and those I lead to understand how they can deliver value to the organization and in their own lives.

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

I have more confidence, and my team is benefiting from better and clearer communication. I'm more effective in handling conflict, and I hold regular 1:1 meetings, which are helping drive value through the business. My team now evaluate their daily tasks and determine if it is just activity or if it's value adding.

## **ARE YOU ABLE TO ARTICULATE THE KEY DIFFERENCES BETWEEN THE PODCAST, THE BOOK AND THE PROGRAM?**

Each is a different layer of the onion.

The podcast is amazing, but it can still leave some questions about how to implement the concepts. The book is the next layer. It peels back to another great level of learning and helps to clear up and emphasize some of the takeaways from the podcast.

LBT is cutting into the core and wiping away onion tears (in a good sense). It's the core of the learnings. The program is like taking all the layers and putting them in an amazing garden salad of implementation for myself and everyone else to enjoy!

The way that the program is mapped out provides a great balance between theory and getting practical in our actual work settings. There's no role playing or putting a training folder on a shelf to just get dusty! It truly is practical.

## **WHAT WAS YOUR FAVORITE THING ABOUT THE PROGRAM?**

There were a number of things!

The Accountability Pods were a great way to meet and interact with people from different levels who were dealing with the same issues! Combined with the weekly webinars, this was just a massive learning opportunity. Listening to questions from other leaders around the globe was great.

But above all, my favorite things were the support from the YCM team, the content - which far surpassed my expectations - and the confidence and belief in myself that LBT has given me!

## **IF SOMEONE IN A SIMILAR CAREER POSITION TO YOU ASKED YOU FOR YOUR ADVICE ON WHETHER THEY SHOULD DO THE PROGRAM OR NOT, WHAT WOULD YOU SAY?**

Absolutely do it. I've already recommended to my boss that we put all leaders through this program - the benefits far outweigh the investment! If you want to move forward, lead with confidence and remove uncertainty from your leadership then this is a no-brainer!

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

Simple - schedule the time in your calendar each day to do the work! Planning will help you get the most out of this program.

I also recommend making the time to implement the one or two things that you really want to get to work on now, and then revisit your list once you have those things nailed! You have lifetime access to the course and materials, so you don't need to do everything at once.