

LEADERSHIP BEYOND THE THEORY

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"I actually got a hell of a lot out of the program. For someone who is at the same level as me considering the program, I'd say 100% do it. I've got no qualms about recommending leadership beyond the theory whatsoever."

12

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

750

LARGEST TEAM
ROGER HAS LED

WHAT WERE YOU GOING THROUGH IN YOUR CAREER THAT MADE YOU LOOK AT DOING THE PROGRAM?

I had moved into a new role (CEO minus 2), and in that position, the buck stops with me. I knew I couldn't keep doing the same thing and be successful in the new role, so I was looking for a way to improve my leadership skills.

I looked at doing further academic study, and I had done a Masters in Emergency Management a few years ago, so I knew I didn't want to get into pure academics again, I wanted something more practical.

Once I started to tease out what was involved in Leadership Beyond the Theory (after being a long time podcast listener), I felt as though Marty's content was talking to me, it was practical, and I thought, "This is what I want to do."

AS A LONG TIME PODCAST LISTENER, WHAT ARE THE KEY DIFFERENCES BETWEEN THE PODCAST AND THE LEADERSHIP BEYOND THE THEORY PROGRAM?

Probably the depth and breadth of the program. So beneath each of the modules there are those underlying themes that get teased out and there are relevant examples. While there are a couple of those same examples in the podcast, there's more of them in the program and it means that there's always one or two that are going to resonate with your own personal circumstances.

It also makes you dedicate time to it. So once I committed to the program I made sure I had time blocked out in my diary, so that I could sit and focus on going through the videos. Then, I would pause scenes, I would write notes and I'd actually implement.

Whereas with the podcast, it's on the way to work, or when I'm walking and just grabbing things, I'm not completely committed and focused on the learnings.

DID ANYTHING SURPRISE YOU ABOUT THE PROGRAM?

I was surprised about how I felt. I was able to really resonate with the course material and found myself stopping, writing and being able to apply it in my day-to-day work pretty quickly. I've been around for a little while, so I've done quite a few different things over the years, and then to sit there and go, "Oh wow, this is really working for me." Yeah, to be honest I was a little bit surprised that it got me in so much.

WHAT WAS THE MOST VALUABLE THING YOU GOT FROM DOING LBT?

Commitment to improving and getting the practical support to do so.

WHAT IS THE BIGGEST IMPACT THE PROGRAM HAS HAD ON YOUR LEADERSHIP CAPABILITY AND CONFIDENCE?

I think the way that I stop, think and act, is probably more reflective, yet more decisive.

WHAT RESULTS HAVE YOU SEEN SINCE COMPLETING LBT?

I've definitely made changes. It's driven the way I've structured things, the way I'm holding my people to account, the expectations I'm setting for them and the way I'm having conversations. Let's talk in a few months time about what the longer terms results are!