

LEADERSHIP BEYOND THE THEORY

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15

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

23

LARGEST TEAM
ALAN HAS LED

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

Transitioning from working on construction sites to stepping into engineering, the challenges were significantly different. In a more corporate environment, and with the mental challenges that are so prevalent in today's workforce, I had my work cut out for me. I've organically gravitated towards people management in life as I love developing and contributing to team success. This passion often meant that I would do everything in my power to make sure my team felt supported, nurtured and were protected from hardships. I wanted them to avoid developing 'scars on your back' from work life experiences.

I have been a *No Bullsh!t Leadership* podcast listener for over 2.5 years and wanted to take my skills to the next level. After winning an award at my workplace and being granted a sum of money, I used this to undertake the program. LBT was recommended by a colleague who had already completed it. He knew that my passion for people would lead to burnout and ultimately resentment due to the lengthy work hours I was doing, and that LBT was the solution.

DID THE PROGRAM EXCEED, MEET OR NOT MEET YOUR EXPECTATIONS?

It was absolutely exceptional. Having access to rare and insightful reflection from someone who has actually walked the path and is talking from experience, is second to none. Thank you so much Marty and Em, this has been an eye opener personally and professionally.

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

I asked questions and had my questions read aloud and answered. Could not ask for more than that.

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

Don't get a big head on this one Marty, but his delivery is so impactful that I was just intently listening to him. He captured the audience really well and that helped it all just sink in.

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 was already comfortable with Marty's teaching style, as it took away the bullshit that comes from the overnight successes on YouTube and LinkedIn who pose as motivational speakers and life coaches. Marty has the experience to be able to tell me simply that I am doing it wrong and there are ways to fix it. As a great person once said, "The biggest investment you can make is in yourself."

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!'?

'*Working At The Right Level*' hit me like a ton of bricks. I somewhat knew I needed to pave the way for my team to take those objectives and tasks to succeed on their own. I felt my supporting presence was a positive aspect that would help them to realize they have a support network and that we are all in it together.

What hit me the hardest was realising that I was the safety net for my business; that no matter what would happen, I was there to pick it up and solve life's problems. I created an environment where they could not learn life lessons or develop their resilience and ability to thrive in the face of adversity.

I still remember that exact pie in the face moment! I was sitting at a cafe, had my Out of Office set up, listening to the LBT session. It felt like my brain just flushed down to my heels; I could not believe this was actually a thing that needed an entire module on to discuss!

IS THERE ANY FEEDBACK THAT YOU THINK WOULD BE VALUABLE FOR FUTURE STUDENTS TO KNOW?

Take 3 key learnings and summarise them into nothing more than 10 words. Make it a statement that you could sell as a slogan. These are the learnings that will stick with you, and you can practice them more intimately and create familiarity.