

LEADERSHIP BEYOND THE THEORY

MIGLENA DOBRIKOVA

HARDWARE OPERATIONS MANAGER - GOOGLE



"This program is the missing piece of the puzzle you need to become a better leader. My mindset about leadership has completely changed and now I feel ready to face any difficult conversation or complex decisions with confidence."

14

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

60

LARGEST TEAM
MIGLENA HAS LED

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

The program was above my expectations. Initially I thought that I had quite good self awareness about my leadership skills and that I wouldn't be able to build on them, but I was actually surprised!

The program helped me to do clear self reflection of the wrong behaviours that I had used in the past, and also helped to strengthen them moving forward!

WHAT RESULTS OR CHANGES HAVE YOU SEEN IN YOURSELF OR YOUR TEAM, SINCE COMPLETING LBT?

LBT helped me to become a better leader as a result of understanding and implementing the right leadership behaviours. I can see the changes in the attitude of my team members, and I've seen the team trust increase over the last few weeks. This contributes to team positivity, motivation and delivery of fast and consistent team results.

WHAT WAS THE MOST VALUABLE THING ABOUT THE PROGRAM?

It was really easy to consume and understand the content, and the interactive webinar sessions helped a lot to develop my leadership capabilities to the extent where I now have full confidence in how to approach difficult situations in a calm way, without fear.

The biggest learning for me was that communication is the key to both avoiding and solving most difficulties we face as leaders, and is one of most important behaviours of a leader.

Module 1 "Deliver Value" gave me a real 'pie in the face moment', as did Module 7 "Make Great Decisions". That module was crucial in improving my impact during decisions making.

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

One of the biggest challenges for me was making fast decisions, especially in a consensus mode when the team is full of diversity - people from different cultures, different backgrounds, different experiences and different perspectives, all wanting their own preferred outcome. I realised this was slowing every decision and wasn't healthy for the organization.

WAS THERE ANYTHING THAT SURPRISED YOU ABOUT LBT?

In only 7 weeks I was able to adapt capabilities which I will utilize during my whole lifetime as a leader.

Implementation of the knowledge and behaviour gained started immediately after the 1st lesson and continues even today - months after LBT completion!

HOW DID YOU MAKE THE DECISION TO DO THIS PROGRAM, WHY LBT?

1. It came highly recommended from my leadership network, someone who had already done the training
2. The interactive content would give me the opportunity to be flexible and dedicate time to learn and prepare for the next session without having to compromise my time at work and home
3. I had the self reflection that I'm a good leader, but that's not enough for me, and I wanted to raise the bar and develop

WHAT WOULD YOU SAY TO SOMEONE CONSIDERING DOING THE PROGRAM?

You should go for it NOW. Not only for your own personal development, but for your people, team and organization. It's absolutely value for money!