

LEADERSHIP BEYOND THE THEORY

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PRINCIPAL - DOWLING REAL ESTATE, MAITLAND



"I now have the confidence to have the difficult conversations and to let people go if they are not a good fit, for their good and the good of the business."

15

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

15

LARGEST TEAM
ROSEANNE HAS LED

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

The program exceeded my expectations, especially with regards to the personalised care and help with my current work situation. It enabled me to have access to Marty that was invaluable in progressing my business to the next level. Marty listened to the dynamics of my organisation and offered good wholesome advice.

WHAT DO YOU THINK THE KEY DIFFERENCES ARE BETWEEN THE FREE PODCAST AND THE PAID PROGRAM?

Leadership Beyond the Theory goes way deeper and is more personal. It is more intense in a good way. It has given me the tools to become a great leader and do the tough stuff that needs to be done.

The resources are also available forever to be watched and read over and over as often as you want.

WAS THERE ANYTHING THAT SURPRISED YOU ABOUT THE EXPERIENCE, ANYTHING THAT YOU DIDN'T EXPECT?

Absolutely, it surprised me when Emma set up a phone conversation with Marty as she was concerned about some of the post module feedback that I had given where I was struggling to pinpoint what some of the concepts meant for me in my context.

It was incredibly beneficial for me as I was going through a difficult decision making time so it was great to have a sounding board & someone to affirm that I had made the right decision.

Having the opportunity to ask Marty questions in the webinars that related to my context was brilliant. It was great that Marty answered not only the questions that I had, but that others in the cohort had about each module, as it expanded on the learning for that week and further solidified the key concepts.

WHAT SPECIFIC CHALLENGES WERE YOU HAVING, THAT LED YOU TO LOOK FOR A SOLUTION LIKE LBT?

We had cultural issues whereby there were no clear roles in the organisation. In addition to that we had trouble finding and keeping good staff.

CAN YOU DESCRIBE HOW YOU SELECTED LBT, AND HOW YOU DECIDED THAT IT WOULD BE A SOUND INVESTMENT OF YOUR TIME AND MONEY?

I hadn't done any other leadership program before so I listened to all of Marty's No Bullsh!t Leadership podcasts a few times over. I then decided that I wanted to understand more about being an effective leader, and enrolled!

DO YOU THINK THE PROGRAM WAS VALUE FOR MONEY?

Absolutely. Definitely value for money, worth every cent that was invested!

WHAT WAS YOUR 'PIE IN THE FACE' MOMENT DURING LBT?

By not making a decision you are making a decision (and it is usually not good for the organisation).

WHAT WOULD YOU SAY TO A SMALL BUSINESS OWNER WHO WAS CONSIDERING DOING THE PROGRAM?

Apply yourself 150%, be disciplined and watch the videos every day. Be honest with your end of module feedback and in the webinars so that you can continue to grow.