

LEADERSHIP
BEYOND THE THEORY

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"LEADERSHIP BEYOND THE THEORY
GAVE ME THE TOOLS I NEEDED TO
PITCH MYSELF TO THE NEXT LEVEL.
I USED THEM, AND IT WORKED."

12

NUMBER OF YEARS
AS A LEADER

10/10

HOW LIKELY VAHID IS TO
RECOMMEND LBT TO OTHERS

300

LARGEST TEAM
VAHID HAS LED

WHAT SPECIFIC
CAREER CHALLENGES
DID YOU HAVE, THAT
LED YOU TO LOOK
FOR A LEADERSHIP
PROGRAM?

My career was going down a certain path (as a technical expert) and I realised that I had exhausted the leadership possibilities in those roles. My goal was to get in to the executive level, but it just wasn't happening. I realised that some of that shortcoming was me, so I was seeking out this particular practical type of leadership development to give me the learnings I needed, to help me get to that next level.

NOW THAT YOU'VE
DONE THE PROGRAM,
DO YOU FEEL AS
THOUGH YOU'RE
EQUIPPED TO DO
THAT?

Absolutely. I've already changed my role (2 weeks after finishing the program)! Once I realised what I had to do after Module 4, I went to management and said 'I don't want to do any more technical elements', so we've created a new role for me within the company where I can focus on leadership and transformation.

DO YOU THINK THE PROGRAM WAS VALUE FOR MONEY?

Absolutely. Considering everything else that's happening in the leadership education space globally. For example, my MIT program cost me close to \$50k, and that was between 2011 to 2013. For me this was real value for money, because the practical nature of it really resonated with me. Every lesson tapped into something that Marty had actually done. That became, for me, one thing that I could connect with and I was able to use the strategies immediately. Rather than the MIT stuff which was a lot to reflect on. I've used it across the years, no doubt, but what Marty created through the program was for me, very good value for money.

WHAT WAS YOUR BIGGEST 'PIE IN THE FACE' MOMENT DURING THE PROGRAM?

The moment I realised I had to drop the technical stuff to be a leader. That was the catalyst I needed. If I wanted to reach my goal of being an executive, even though I love the technical stuff, I had to drop it. Getting the reassurance from Marty that I wasn't alone in this transition was what I needed to hear, and I acted on it.

OUT OF 10, HOW WOULD YOU RATE THE TIME COMMITMENT REQUIRED TO DO LBT?

3/10. Compared to the MBA I'm doing, this was a walk in the park in terms of time commitment, but it was what I got out of it in a succinct manner, that I could apply immediately, which gave me the advantages I was seeking in my career.

WHICH MODULE RESONATED WITH YOU THE MOST?

The one that really got me to think a lot, was Master Ambiguity, and the notion of getting comfortable with being uncomfortable. I'm going into a role and arena which is totally new to me, and because I won't have my default of leaning on the technical stuff that I'm very good at, it's going to be really ambiguous and uncertain for me at times - but now I'm cool with it.

WHAT WOULD YOU SAY TO SOMEONE WHO IS NOW CONSIDERING DOING LBT?

Absolutely go for it. \$2,500 is a small investment in yourself. To get yourself from just a manager to a senior executive, it's a very small investment.