

LEADERSHIP BEYOND THE THEORY

ZAC DEMOPOULOS

THERAPY TEAM LEADER - ACCESS YOUR SUPPORTS



"You will not regret the decision to take this program on! Being early in my career, I knew I was likely to benefit from years of 'compound interest' on the initial investment. Each day delayed is a day of long-term interest gone, so do not hesitate and get amongst it!"

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NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

40

LARGEST TEAM
ZAC HAS LED

CAN YOU PINPOINT EXACTLY WHAT IT WAS THAT MADE YOU TAKE THE LEAP AND ENROL IN THE PROGRAM?

I was in a one-on-one meeting with my manager, reeling from the array of problems I was trying to solve across people, systems, and service delivery. I didn't feel like I was doing a bad job, but I suddenly realised I didn't have a clear framework for solving these problems. I had heard of the podcast and suggested to my manager that LBT might benefit me. Upon seeing the course outline, she did not hesitate to have it approved.

WHAT WAS THE MOST VALUABLE THING ABOUT THE PROGRAM?

The multiple modes of content delivery kept things super interesting and engaging - the mix of video lessons, downloadable resources, reflective opportunities and live webinars really kept me focused the whole way through. It was the very solid structure, and casual but professional delivery of this content which made it quite unique.

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

I have to say it exceeded my expectations! I came in a bit unsure about how engaging the content might be or how much it would differ from what I'd already heard in the podcasts. I was greatly impressed by the LBT structure. It was a perfect mix of content and the flexibility was what I really needed with fluctuations in my week-to-week workload. Loved everything about it.

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

As a young leader of a large team, I was facing many new challenges very quickly. I knew that I needed a framework to help me to navigate these situations with some semblance of competency and class! There were times I felt I had nothing much to lean on but the advice of others around me and my own intuition, yet I was sure there was a more structured way to consider the various problems that faced me on a daily basis.

WHAT CRITERIA YOU WERE LOOKING FOR TO ENSURE THIS WAS A SOUND INVESTMENT OF YOUR TIME AND MONEY?

I knew I needed a framework for the leadership problems I was facing. I got together with my manager to sort through the problems and determine their nature and categorise them, and then went through the course content to make sure the different categories were covered. When considering other possible courses, this seemed to be the most practical and concrete investment into problems I was having at the time as well as problems I knew I would face in the future on my leadership journey.

WHAT WAS YOUR 'PIE IN THE FACE MOMENT', THE CONCEPT THAT REALLY STUCK WITH YOU?

Respect before popularity! Like most people, I want everyone to like me - this desire was influencing many of my decisions, rather than a commitment to getting the best results possible. During LBT, I sought feedback from some trusted confidants: I was told three times that I needed to be more assertive. My own feelings at the time were that I was being too harsh!

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

Every single day I catch myself just about to make a decision based on old habits before an LBT lesson springs to mind. My manager has recognised a positive shift in the way I approach leadership problems and my team is also providing some very positive feedback about my leadership approach.

I know I am now making decisions based on tried-and-true methods from a teacher who has already walked the path. I'm seeing immediate short-term results and signs of great results ahead.