

LEADERSHIP BEYOND THE THEORY

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"The greatest value I've gained from doing LBT is that I now have clarity around not only where I want to go as a leader, but how I will get there. It's a fantastic course, I couldn't recommend it highly enough!"

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NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

25

LARGEST TEAM
DAVID HAS LED

WAS THERE ANYTHING THAT SURPRISED YOU ABOUT THE PROGRAM?

I was surprised to hear from other leaders going through similar experiences to me. I am not alone!

In a time of significant ambiguity with staff being stood down in my work place due to COVID-19, I was grateful and confident that I knew just what to do and how to convey a clear message in order to navigate through the ambiguity.

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

The program exceeded my expectations. I loved having so much relevant content to go through. Practical guides to consolidate the learnings, and having access to real stories and experiences from not only Marty and Emma, but also the entire cohort.

It was 100% value for money.

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

I can already see myself focusing on value driven tasks and not wasting time on things that don't create value! I've also noticed that I am putting myself in situations that would be easy to avoid (and I may have avoided them in the past), and ensuring that I'm having more and more difficult conversations but in a calm and confident way.

I'm definitely showing more compassion and empathy, yet finding myself calmer within and less emotional, now that I have the mindset that I'm providing my people with the leadership they deserve. I'm also ensuring that I maintain the momentum of the program by continuing to learn and putting myself in challenging situations when they arise.

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

There were many!

Navigating my way through ambiguity was very timely for my personal situation (during the COVID-19 outbreak) but I think the 'making myself redundant' principle really hit home. It's helped me let go of 'busy work' and ensure I am working at level, but also ensuring that my people are working at the right level as well. With this principle I have also found myself not being afraid of the success of those around me. I bring value in my own way and it's important to support and share in the success of other people in my team!

WHAT WOULD YOU SAY TO SOMEONE CONSIDERING DOING THE PROGRAM?

Do not hesitate. I think this is a fantastic opportunity and have already encouraged my manager and colleagues to do it.

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

I just commenced a role that held me accountable for numerous staff in a completely different field. I drew upon previous experience from the military and had completed an MBA and green belt in Lean Six Sigma amongst other courses to keep skills up. I commenced listening to the No Bullsh!t Leadership podcast and the content really resonated!

I also read through a number of previous student's case studies. Hearing their stories and the value that they gained, especially around working at level, I figured that this would be a sound investment.

I am already starting to see a return on investment in my own time with focusing on what will create value and working at the right level!