

# LEADERSHIP BEYOND THE THEORY

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BTM INDUSTRIAL ASSET PARTNERS



*Since taking the course, I find myself increasingly more confident every day in my role. I loved that I could take the course at my own pace each week and that it could work around meetings and obligations.*

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NUMBER OF YEARS  
AS A LEADER

10/10

LIKELIHOOD TO  
RECOMMEND TO OTHERS

20

LARGEST TEAM  
ANDREW HAS LED

### WHY DID YOU DECIDE TO DO THIS PROGRAM IN THE FIRST PLACE?

As a new leader with no real coaching or support within my own organization, I was really struggling to come into my own and felt a level of uncertainty in my decision making that didn't feel right for my position. I decided that I needed to source this from an outside party. As an avid listener of the *No Bullsh!t Leadership* podcast, I knew that this would be a great option for me.

### WHAT IMPACT, IMPROVEMENTS OR RESULTS YOU HAVE SEEN SINCE STARTING LBT?

After taking the course, I feel incredibly **confident that I was made for leadership!** I am able to know without a shadow of a doubt that I've put good thought and well managed time into my position and haven't been stuck idle trying to be perfect.

I've even been able to reference the class materials when met with situations where I wasn't quite sure how to proceed.

### **CAN YOU PLEASE SHARE ANY CHANGES THAT YOU'VE SEEN IN YOUR TEAM'S PERFORMANCE OR MORALE SINCE STARTING THE PROGRAM?**

Morale is high and my team has provided me really great feedback in our 1:1s after I started making the meetings about THEM and not about my agenda.

### **CAN YOU DESCRIBE YOUR SELECTION PROCESS AND WHAT CRITERIA YOU WERE LOOKING FOR TO ENSURE THIS WAS A SOUND INVESTMENT OF YOUR TIME AND MONEY?**

I needed a course that was going to reach and extend to all levels of my leadership path. I have aspirations of continuing to grow into leadership roles and this course laid groundwork to be relevant even after I become CEO one day!

### **DO YOU THINK THE PROGRAM WAS VALUE FOR MONEY? WHY/WHY NOT?**

It was worth every penny. I have even been able to pay it off monthly with my company card to keep my expense sheet down!

### **WHAT WAS YOUR 'PIE IN THE FACE MOMENT', THE CONCEPT THAT REALLY STUCK WITH YOU AND MADE YOU GO 'WOW, I NEED TO WORK ON THAT!'?**

The module "Working at Level" really opened my eyes that even though I was highly successful as an individual contributor in the Sales Department- my new role calls me to remove myself from that part of the department and focus on the "Big Picture" things to continue growth for the organization.

### **WHAT MAKES LEADERSHIP BEYOND THE THEORY DIFFERENT FROM OTHER LEADERSHIP EDUCATION PROGRAMS/SEMINARS/WORKSHOPS THAT YOU'VE DONE?**

I loved that I could take the course at my own time/pace and could work around meetings and obligations. I also enjoyed the style of delivery, the reference materials, and how interactive the course was!

### **DID YOU FEEL AS THOUGH YOU GOT A PERSONALIZED EXPERIENCE DURING THE PROGRAM?**

I loved when Marty would answer my questions directly, and his answers were applicable to my organizations- even though Marty has no intimate knowledge of our structure. Speaks to the broad range effectiveness of this course! The direct interaction from the LBT team was awesome to experience as well. The Slack Community gave it a real sense of personalization.

### **WHAT ADVICE WOULD YOU GIVE TO FUTURE LBTERS ON HOW TO BEST FIT THIS PROGRAM IN WITH A BUSY SCHEDULE?**

Block out time on your calendar. Wrap up modules on the weekends if you absolutely need to, but make sure you complete them to the best of your ability!