

LEADERSHIP BEYOND THE THEORY

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"As a new leader, this program has helped me to better understand why I have been put in my role. I have also been able to identify specific development opportunities so that I can hopefully become a great leader. My confidence is building and this is being recognised."

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NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

12

LARGEST TEAM
CATHERINE HAS LED

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

I shared with my leader that I wanted an opportunity to lead a team of my own. Following changes in the organisation, I took on a role leading a new team. Since it had been over ten years since I last formally led a team of my own, I was looking for external guidance to help develop in this space. I have the opportunity to establish a team culture - I want to create a high performing, engaged team that embraces change and ambiguity but I needed help to learn how to do this. I want to be recognised as a leader, not a boss.

My leader recommended Leadership Beyond the Theory to me, having worked with and for Marty previously. It became a very easy decision for me: I want to emulate their leadership qualities and LBT, for me, is the way to do it.

YOU PARTICIPATED IN AN ACCOUNTABILITY POD, WHAT WAS THIS EXPERIENCE LIKE? DID IT ADD VALUE TO YOUR LBT JOURNEY?

I found the Accountability Pod a great opportunity to talk about some of the difficult components of the modules in a safe environment. I felt we were able to support and help each other with some of the practical applications.

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

The focus is on leadership, not management. The content works towards the development of leadership qualities, covering a broad range of topics, rather than looking to the technical aspects of senior management.

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!'?

Don't dip down! I am a 'doer' and a work horse. During LBT it became apparent to me that I was still spending a great deal of my time 'doing' rather than leading. I also came to realise that we had not spent time in educating the customers and organisation on what my new role is and importantly, is not.

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

My confidence is building and this is being recognised.

WHAT WAS YOUR FAVOURITE THING ABOUT THE PROGRAM?

I really liked the style of self-paced learning but with the expectation that each module would be completed in the week it was made available. I was surprised by the access to a respected former CEO who provided real world experiences. And the personalised experience was such that I had to wonder at times if there was a hidden camera watching my every move!

IS THERE ANY FEEDBACK THAT YOU THINK WOULD BE VALUABLE FOR FUTURE STUDENTS TO KNOW?

It doesn't matter if you are a leader of one or many, the concepts discussed in the LBT program are relevant. Marty's real world examples seemed to be personally written just for me, and I know I am not alone in saying that.

I found it refreshing and encouraging to learn that leaders everywhere experience similar challenges and frustrations and there isn't a day that goes by that I don't refer back to the concepts and modules to refresh, relearn and refocus.