

LEADERSHIP BEYOND THE THEORY

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"You could be on day one of your first leadership journey, or 20 years in and I am convinced you will walk away knowing more than you did at the start. Not only about leadership, but about yourself too."

8

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

8

LARGEST TEAM
VICKI HAS LED

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

I was looking for a way to improve my skillset so that I could bring more value to my teams. I currently have two roles: a technical leadership role where I have no direct reports, but manage consultants and other third parties.

My other role is new - I started during Leadership Beyond the Theory. I'm now also President of a large not-for-profit professional body. I wanted to be a better leader so that I could get better results for my projects, my teams, my Board, my volunteers and my organisations.

DO YOU THINK THE PROGRAM WAS VALUE FOR MONEY?

Value for money? Absolutely! If you break the cost down to cost per lesson, you could barely get an individual webinar for that amount. There was nothing Marty couldn't answer (and I gave it my best shot!), so I knew that it was money well spent.

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

I am more confident in thinking of the wider strategy and pulling everything back to value creation. I couldn't have done that before.

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!'?

"If it's not adding value, why are you doing it?". Sounds simple. But that was one of the first statements made in lesson one and it blew me away. I work hard. I like to think I work smart. I collaborate and communicate often.

But, there is so much work that isn't adding any value! It's just noise. Lots of work still gets done, but now I'm thinking every time I do something about what the value add is.

The other thing that got me right between the eyes was that value doesn't have to be monetary. It can be related to risk, compliance, brand - countless things.

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

I had been looking at the website for a long time, had registered my interest and was keeping up with the LinkedIn posts and regular pre-course emails that were coming through my inbox. But, I was still unsure.

When I broke it down, I knew that with my work and family commitments, I wasn't going to find a better alternative to improving my leadership style and learnings if I didn't just jump in and find the time. It was only 7 weeks; I could make it work.

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

I was really nervous prior to starting. What if everyone else knew more than me? What if I couldn't contribute meaningfully? After a few email exchanges with Em and a strong cup of tea, I knew those were the exact reasons that I SHOULD be doing the course!

My leadership journey is a strange one, following both a technical leadership pathway, as well as a volunteer one, so I knew that the opportunities to learn were going to be huge. Don't doubt yourself.

This is a course that you really can go at your own pace. There are people there to help you the whole time and you can join pods with other students to catch up regularly to talk about course content or any issues you are having.