

# LEADERSHIP BEYOND THE THEORY

## DAMIEN JONES

DIRECTOR/BUSINESS MANAGER - ENGINOVA



*"Before I did LBT I was overwhelmed with what I thought I had to do to succeed. Post-program, I have simplified my focus and am now crystal clear on how to enable those around me to succeed."*

**15**

NUMBER OF YEARS  
AS A LEADER

**10/10**

LIKELIHOOD TO  
RECOMMEND TO OTHERS

**19**

LARGEST TEAM  
DAMIEN HAS LED

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

I knew it was going to be good but it exceeded my expectations. I was impressed by how quickly each weeks module could be implemented.

I was skeptical when I heard you can finish a module Sunday and implement Monday morning, but it's true! Then the refinement and the technique of implementing improves with time. Now I go back and listen to each module regularly.

### WHAT WAS THE MOST VALUABLE THING ABOUT THE PROGRAM?

Simplifying the fundamentals of leadership within my role.

Each module was a pie in the face moment for me, but particularly relevant for me was removing ambiguity, working at the right level and decision making.

## HOW DID YOU KNOW THAT LBT WAS GOING TO BE A SOUND INVESTMENT OF YOUR TIME AND MONEY?

I tend to leap into new ideas. The return on investment was an easy yes, because I knew I had so much development I needed to do. My head space needed simplifying so we could get some momentum.

The cost of the course is low compared to the cost the business will suffer if I don't improve.

## WHAT WAS YOUR 'PIE IN THE FACE' MOMENT DURING LBT?

Wow, I put on so much weight through this program with pies! One that sticks out is the timing of decisions. You don't need to be perfect, just need to commit and take action with the best information you have.

## WAS THERE ANYTHING THAT PLEASANTLY SURPRISED YOU ABOUT THE PROGRAM?

Em and Marty's teamwork! The relationship they have is inspiring, not only as father and daughter, but also on a professional level. Both playing to strengths. Even though its evident the amount of effort that has got them to this level, the experience comes across as effortless.

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

I've had less anxiety, more confidence, better clarity and have taken more action. My business partner has noticed a change!

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

I started a new business and moved from a more passive director role to a CEO role. I wanted this business to be different. I just had no idea how.

All I knew is I had to improve.

## WHAT WOULD YOU SAY TO SOMEONE IN A SIMILAR CAREER POSITION TO YOU WHO WAS CONSIDERING DOING THE PROGRAM?

If you are at a cross road, either:

1. DO IT NOW!
2. Refer to 1 :)

## WHAT MAKES LBT DIFFERENT FROM OTHER LEADERSHIP EDUCATION PROGRAMS THAT YOU'VE DONE?

The practical application of the content. Having a CEO who has walked the walk. There is so much credibility with that.