

LEADERSHIP BEYOND THE THEORY

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"If you don't think you can fit it into your schedule then all I can say is that you need to do LBT yesterday! Since doing the program, peers have been commenting on my team's performance, and my senior management are already picking up on my leadership improvements!"

12

NUMBER OF YEARS
AS A LEADER

9/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

22

LARGEST TEAM
KYLE HAS LED

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 'transition from a technical role to a leadership role' was a pie in the face moment for me. Working in a technical environment I had the misconception that the person with the most technical knowledge was the best leader, and I could not be more wrong! The best leader was the person who could effectively coach, challenge and confront their team.

Don't get me wrong, I still need to have technical knowledge to call "bullshit" when it presents itself, but as a leader I need to seek a diverse range of opinions from people and make a holistic executive decision.

I now feel as though I have a much stronger team, and this is incredibly important as the high stress work we do requires high performers.

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

I work in the fast-paced, highly competitive construction industry which can be best described as VUCA (volatile, uncertain, complex, and ambiguous).

Although my key driver has always been value delivery, I was going about it the wrong way. I found myself "dipping down" to fix things, or make them "better". I was avoiding conflict and really burning the candle at both ends, stuck in a workhorse mentality.

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 had been a long term listener to the podcasts and had gone through many others. I found No Bullsh!t Leadership to be really practical. I could relate to a lot of the key points of discussion and found the tools extremely practical in my work environment. I started to implement key takeaways from the podcasts and found immediate results, both in my team's performance and my own mental health!

Not knowing there was a *Leadership Beyond the Theory* course, I started taking my own notes from the podcasts and developing my own framework. Once I found out there was a structured course available, I jumped at the opportunity!

Initially I thought that if I listened to the podcasts first then did the course I would get more out of the course. However I recommend doing the course then listening to the podcasts afterwards. They are branches that dip down from the key course content.

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

First of all, if you don't think you can fit it into your schedule then all I can say is that you need to do LBT yesterday! You're either not managing your time properly, "dipping down" to do the work of others, or you're unable to manage your value based priorities.

I booked a routine time during the evening to do the modules. Once you get into it, it's like a great book or movie, you look forward to tomorrow's growth session.

Further to that, I informed my direct manager of the course I was doing and how it work related. I was able to get approval to set aside an hour or two each week while at work to complete the modules.

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

Don't underestimate the ability to ask questions, and join the webinars. Aim to finish the module a day or two early, really consider your question and make it personal! You will get a targeted personal response to specifically help you! The webinars will cover the general questions you have and you can always use the chat function to share your thoughts.