

LEADERSHIP BEYOND THE THEORY

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"My thought patterns and the language I am using at work has definitely changed. I sense that along with the odd 'Marty-ism' that comes out, I am being seen as the strong leader I am - or at least want to be."

10

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

30

LARGEST TEAM
AMIT HAS LED

CAN YOU PINPOINT EXACTLY WHAT IT WAS THAT MADE YOU TAKE THE LEAP AND ENROL IN THE PROGRAM?

The catalyst for me to enrol into LBT came when I changed roles. I saw this as an opportunity to expedite the application of the learnings I was picking up from listening to Marty's podcast in a new environment as I formed new relationships. My new role also had some new challenges that I really wanted to own.

WHAT WAS THE MOST VALUABLE THING ABOUT THE PROGRAM?

The live webinars were incredibly valuable because they brought that engagement, personal touch and community feel into the process. This broke up the 'work' with something a bit different but it also helped to really consolidate the learnings from the week. I was skeptical about how engaging they'd be as a one-way medium but the way they were run and the interactivity through the chat and questions was amazing.

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

As a listener of Marty's podcast I had high expectations of the quality of the content, and this did not disappoint. What I didn't expect to be so good was the level of engagement and the personal touch from Marty and Emma, and the community feel within the cohort. I felt connected and understood which made the program really enjoyable and motivated me to put more into it, which of course meant I got more out of it.

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

I felt that although I was progressing well in my career and leadership journey, I could use a 'shot in the arm' to accelerate my growth. I wanted to address some of my weaknesses, build on my strengths and learn new techniques and strategies to take me further.

WHAT CRITERIA YOU WERE LOOKING FOR TO ENSURE THIS WAS A SOUND INVESTMENT OF YOUR TIME AND MONEY?

I was skeptical at first having done a few leadership courses before that I thought were okay but I wouldn't have paid for them. LBT was not like that at all - it is value-packed! After I decided that I could justify the expense, my greatest concern was that I wouldn't be able to commit the time and energy required to get the most out of the program - especially as I had just moved to a new role. When I enquired and learned more about the suggested time commitment per week and that I could always revisit missed content later with the lifetime access offered, I went for it.

WHAT WAS YOUR 'PIE IN THE FACE MOMENT', THE CONCEPT THAT REALLY STUCK WITH YOU?

Around Module 4, Work at Level, it started to really hit me what the role of a leader really was. Marty spoke not only about the responsibility we have as leaders to drive high performance from our people and deliver value for our organisation, but that everyone deserves the best possible leadership we can give them. It seems obvious, but it prompted me to examine some of the concessions I was making, and some things I was avoiding because it didn't consider how urgent or important it really was.

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

I have definitely noticed an increase in my confidence as a leader. I better understand my strengths and weaknesses so I am clearer on how I can maximise what I am good at and what I need to keep working on. I also feel well-equipped with a full kitbag of tools and techniques that I can refer to when I need to work through the never-ending onslaught of leadership challenges!