

LEADERSHIP BEYOND THE THEORY

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"Historically I haven't been confident enough to lean into some of the opportunities that my organisation has offered because I felt I lacked the leadership "polish". LBT has given me the missing tools i needed to step up."

15

NUMBER OF YEARS
AS A LEADER

10/10

LIKELIHOOD TO
RECOMMEND TO OTHERS

60

LARGEST TEAM
RUPERT HAS LED

DID LEADERSHIP BEYOND THE THEORY MEET YOUR EXPECTATIONS?

Enter 2020 in Canberra - we had fires, smoke, hail, COVID-19 and a 3-month old, our second child. Each of these events created unique challenges!

Without the first half of 2020 it would be hard to actually judge the true value of LBT, as you would only have the ability to apply the the learnings incrementally, where as I had to deploy all learnings quickly and at times in the presence of imperfect or limited information.

The LBT course didn't exceed my expectation at the time, because my business was generally predictable in nature. What has exceeded my expectations is how many times I've referred back to Marty's knowledge and principles in pressure situations.

WHAT WAS THE MOST VALUABLE THING ABOUT THE PROGRAM?

Reinforcement that my leadership, is the right leadership, right now.

The Leadership Beyond the Theory content doesn't try and rail road you down a particular style. Rather, it helps to explain that leadership is a journey. Like sport, music or art, everybody has a style and the more you practice the better you become.

You won't become a CEO in 7 weeks, LBT is about about getting the foundational core leadership skills right, so you can accelerate when required.

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?

1. Time. I knew I would have a limited amount. Emma and I talked at length about this prior to the course and she helped me get a structure in place. Not only that, she's a bit like a PT, if I was late or miss a session, expect an email (or phone call!).

2. Content. It needed to be easily accessible and I wanted to be able to refer back at anytime.

WHAT RESULTS OR CHANGES HAVE YOU SEEN IN YOURSELF SINCE DOING THE PROGRAM?

Respect over popularity, which has translated into the right sort of self confidence and better decisions.

WAS THERE ANYTHING THAT PLEASANTLY SURPRISED YOU ABOUT THE LBT EXPERIENCE?

The Q&A webinar sessions on Sunday night. I really thought they would be naff, but they were awesome! It allowed people to share real time and real world leadership issues.

It's a real credit to Marty as the content was wide and the issues were actuate. We also got to pitch in and suggest solutions or share our own experiences. It's a really, really valuable medium.

WHAT WAS YOUR 'PIE IN THE FACE' MOMENT DURING THE PROGRAM?

Working at level vs. dipping down - I have a tendency to go back in to operations because I feel effective. It's still hard to break, but I'm very aware of it now.