

# BUILD YOUR LEADERS ON STRONG FOUNDATIONS

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**SALLY ROEBUCK**  
Operations Manager  
**Bulimba State School OSHC**

Since leaders – like buildings – are made and not born, a lot rests on the foundations that leadership is built upon. It could mean the difference between one who barks out orders and one who inspires reaching for results.

What if you've been thrust into a leadership role and haven't built up a solid foundation of key skills? How can you become a better leader?

These were questions that motivated Bulimba State School's Operations Manager, Sally Roebuck, to look into IML's Foundations of Intentional Leadership program. We asked her how the program improved her leadership skills.

## Start with good intentions

The 12-week program boosted Sally's behavioural and EQ competencies. She found exceptional value in the people analytics tools. She said, "understanding of the four DiSC profiles and how those relate to individual WIFM (what's in it for me) factor and SCARF needs of the individual people in the team," were among her most used skills from the program. Understanding her team helped her lead with intent.

## Bring people along the journey

Excellent leaders achieve buy-in to the bigger picture. Do your teams see your vision as clearly as management does? For Sally, the program helped her gain a resounding 'yes' to that question. "Where maybe the vision was a little bit isolated with just management or just executive understanding why we were doing things; we definitely flipped that and collaborated on a new vision together. With all of the stakeholders, all of the team and at all different levels of our business," she said.

## Turn knowledge into results

But has the Foundations of Intentional Leadership program led to concrete business results? Again, that's a 'yes.' "Out of it, we now have a better management structure which is specifically suited to DiSC profiles which has increased productivity because it's giving job roles and duties based on satisfaction, based on those SCARF needs and WIFM factors," said Sally.

## Challenge your thinking

Developing from the wisdom of other leaders was a vital aspect of the program too. "Maybe at first I wouldn't have thought I'd learn something from someone who was from a really different industry as mine. But actually, it gave us this huge knowledge base to work on and to implement strategies in my own workplace environment that was a little bit left-of-field to what I usually have thought," she said. By investing a good amount of your time, like Sally, you'll get in-depth access to the ideas and experiences of other emerging leaders. That's insight that one or two-day courses simply can't provide.

Far from standing on shaky ground, Sally's learning experience now equips her with the core skills to lead with confidence.

If you've moved from doing work to getting work done through others and need to build your leadership skills, check out IML's Foundations of Intentional Leadership program. There are upcoming Sydney, Brisbane, Melbourne and Canberra cohorts starting in June 2019. Register now or call 1300 661 061.

Want to tailor IML's Foundations of Leadership program for your company? We can also run the program in-house (12 people minimum) to suit your management needs. Please email [corporate@managersandleaders.com.au](mailto:corporate@managersandleaders.com.au) for more information.