

EMERGING LEADERS PROGRAM

WHERE ARE THEY NOW?



Emerging Leaders program is to inspire individuals within organisations to develop their leadership skills in an active learning environment.

Matthew Shanahan undertook the Program in 2012, and is now a Partner and Principal Consultant at RM Consulting Group where he has worked his way up the ranks over ten years.

We spoke to Matthew about how his participation in the Emerging Leaders Program assisted with his leadership development.

MATTHEW'S STORY

Why did you decide to undertake the Emerging Leaders program?

I was looking to undertake some Leadership training and was aware of Leading Teams through their involvement with professional sporting clubs – I had a look at the course program and it covered exactly what I was looking for.

What were the key learnings from the program?

It was a mixture of self awareness and how I respond/come across when under stress, etc., and how I relate/work with people of different styles at different times, and the fundamentals that go into building and being part of a great team (i.e. the negotiables and non-negotiables).

How did you find relating with other participants?

That's probably one of the parts of the program that I gained a lot from – having people from all sorts of backgrounds and being able to learn from their experiences was excellent. Even though we all came from different sectors, it was interesting to see that the fundamentals of good teams and leadership hold up regardless of the situation or circumstances. The exchange of ideas and experiences between the participants was very well facilitated and really added to the program.

What have you found out about yourself since completing the Emerging Leaders program?

As discussed, the self awareness aspects I found the most enjoyable. I had previously done some work on this, and this built upon my existing knowledge and really helped me

understand how I can best relate to people under differing circumstances and how I can be perceived during these times.

What was unique about the Leading Teams approach?

The program was well paced and had a good mix of theory and practice, without making the introverts in the group feel too self-conscious! This isn't always the case with these types of training.

The training is aimed at staff who are 'coming through the ranks'...there isn't a lot of training aimed at this level.

How did you integrate your learnings from the program into your day-to-day roles?

I have become a Partner with the firm I work for, so I'm using what I learned practically every day. Our work relies on individuals coming together as teams to provide really good outcomes for our clients. The course has helped me to understand what constitutes good team dynamics, how to create/foster/develop them and how to lead others to be a part of and contribute to great teams.