

### **Testimonial for Creating Leaders website**

I was fortunate to work with Rob after receiving the inaugural Brisbane Executive Club “Creating Leaders Scholarship”. The opportunity has been both highly valuable and a great pleasure. Coming from a science background and working in small groups, I did not consider leadership to be one of my strengths. When I saw the opportunity to grow my consulting company from a staff of 1 (myself) to a staff of 10 plus over 25 associates and an annual turnover of \$5 to \$6 million, I began to feel nervous about my capacity as leader, and in particular, my ability to develop the behaviours necessary to break through the ceiling to further growth of the company.

Rob has provided very practical and pragmatic assistance in this direction. While it is one thing to learn about leadership in an MBA course, it is another to put those learnings into practice. Rob has been persistent in helping me appreciate and instil a range of disciplines and behaviours as habit, in particular, truly appreciating the significance of the getting to those things that are “important” but “not urgent”; developing a discipline of performance management to get the best out of my staff; and making time to do those things necessary to build the business rather than simply work in it.

I can certainly say I have benefited greatly from Rob’s tuition, and would highly recommend his services to anyone in a similar situation attempting to grow a business from a small company to a sustainable enterprise.

Dr Glenn Dale  
Managing Director  
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