Case Study
Advanced Personal Leadership Programme

Tracy Webb
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Tracy, why did you decide to enrol on the Advanced Personal Leadership (APL) programme at Henley Business School, and what did you hope to gain from it?

'I was discussing leadership development with my director, and he'd heard good things about the quality of provision at Henley, so I looked at the programmes that were available. 'I suppose I was looking for some insights, and some space to explore those various aspects of senior level leadership that I found most challenging. I wanted some clarity in my development and wanted to learn techniques for becoming more confident. I wanted to reaffirm the things I thought I knew. 'So having looked at the Henley website, I narrowed it down to two possible programmes, then I called and spoke to an advisor. From what I was told about the APL programme, I sensed it was the one for me.'

What appealed to you about the programme, and what were the highlights?

'I knew there would be more practical theory than on most courses I’d attended – although I still expected some traditional elements – and I was given the impression that it would be intense. Other than that, I couldn’t possibly imagine what it was going to look like. 'But it felt really transformational for me, and it’s still difficult to explain how or why! But it was unlike any other programme I’ve ever been on, in terms of its format, the attention to detail, the depth of learning, the experiential approach and the incredible relationships you build with the rest of the cohort. 'It gave me insights into opportunities, it provided me with an extraordinary network of people with whom I formed a tight bond, and it showed me areas in which I can develop. It helped me to think differently about how I come across to other people, and how I can make the most of my skills.’

What impact has it had on you, and on your organisation?

'I’m far more confident in my own capability now, but I’m also more aware of the times when I’m battling against that confidence. It has helped me to pinpoint my strengths and areas for further development, and enabled me to work more effectively with my team and other colleagues.'

And finally, what advice would you give to anyone who was thinking of taking the APL programme at Henley?

‘I’d advise people to explore the programme, and especially to speak to the team at Henley about it. I’d tell them to be prepared to embrace the ambiguity of the first couple of days, and dare to step outside their comfort zone. 'But once you get your head around this programme, you will get to know yourself more deeply than you could ever have imagined, and realise just what you can achieve.’