A COMPANY VIEW

Case Study

The Leadership Programme

Mike – tell us how and why you chose to work so closely with Henley Business School

We have a well-trained management population, with good leadership skills, but as well as wanting to enhance their capability and move them towards leadership positions, we wanted to expand their networks through an open programme where they could meet and work alongside their peers.

In order to equip our Level 6 managers with more strategic skills, it was important for us to choose a highly ranked business school and, having assessed the options, we were particularly drawn to the two-part structure of Henley’s Leadership Programme. The practical impact of coming back to the workplace after the first period of learning – and embedding that learning into our real-life business challenges – was a deciding factor – along with the one-to-one coaching, ongoing support and exceptional up-to-date theoretical knowledge.

So what impact has the programme had?

When managers return to work after their time at Henley they talk about self-awareness; it is clear they have developed a different way of thinking beyond just the diagnostic tools. They start to consider the wider issues of well-being, on both an individual and collective level, and this leads to better relationships within their teams and with other stakeholders.

In every case, our managers return with greater confidence and a clearer sense of who they are. As well as becoming better versions of themselves they understand what good leadership looks like; they deliver better outputs; and team engagement is improved as evidenced by our survey results.

There’s also a huge benefit from the networking. This has directly solved some of our leadership issues, enabling us to deliver more effectively against our objectives.

As well as the Leadership Programme, NFU Mutual subscribes to The Henley Partnership community – how does this work for you?

The Henley Partnership is open to our most senior people – heads of department and directors – and gives them deep insights in ways that are very convenient for them. The opportunity to access one-day masterclasses, featuring experts in the fields of strategy, engagement, change and a wide range of other topics, is invaluable to them and to the company. A feature of this leadership development is the ease with which it can be implemented.

In a sense, Henley’s Leadership Programme feeds into The Henley Partnership resource, giving our senior people a clear pathway to becoming more accomplished leaders who can drive the business forwards.

Mike’s words are reinforced by the Leadership Programme delegates themselves:

“The programme was a ‘game changer’ for me. The course and coaches ensure the programme is personal to you. It enabled me to let my guard down without judgement to work on my development areas with people who become a support network. I am still in touch with some of them now, 18 months on, and formed great friendships during my time at Henley”.

Ben Collins, Sales Manager

“The programme gave me much needed thinking time – allowing me to reflect on my values, beliefs and behaviours. I now take more time to think and listen, appreciating that leadership isn’t always about completing tangible tasks; this has helped me develop stronger relationships with my team and gain more from general life”.

Emily Dawson, Procurement Manager

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