



Case Study

The Henley Leadership Programme



Louise Spillard
Commercial Director, IGD

"I needed to develop new skills to be really successful in a bigger role"

"Expect to be challenged – and have your eyes opened!"



Hilary Hayward
HR Manager, IGD

"We see the Henley programme as an important factor in developing our leaders for the future"

Why did you choose the Henley Leadership Programme?

'IGD was developing rapidly and new opportunities for growth were emerging, such as international expansion. I wanted to be part of the new leadership team and recognised that I needed to develop new skills to be really successful in a bigger role.'

So what were your expectations, and were they met?

'To be honest, I didn't really know what to expect. My perception was that there would be a lot of Leadership theory. The reality was totally different... and much more valuable! There were lots of practical exercises and plenty of opportunity to talk things through with the tutors and other delegates. The course was grounded in real life situations.'

'The exercises highlighted the different approaches people take to challenges – some seeing the bigger picture, others looking at the detail; some inclined to careful planning, others pulling things together at the last minute. This has made me far more sensitive to people's individuality and has given me the tools and techniques to deal with it.'

'The 360° feedback was especially eye-opening, and I'm now much more aware of my own leadership style. I'm more conscious of the way I communicate with different people, and understand the need to flex my style to suit whoever I'm dealing with.'

So what would be your advice to anyone considering the Henley Leadership Programme?

'Expect to be challenged – and have your eyes opened! Networking with people from different backgrounds is a huge bonus. And the environment brings it all together – Henley gives you time and space to reflect, and it's easy to forget how important that is. The Leadership Programme was the start, and the journey is continuous.'

And what has this meant for the organisation?

Hilary Hayward, IGD's HR Manager, has seen several groups of employees go through the Henley Leadership Programme over the years.

'Henley is an ideal place for leaders to discover themselves – quite a few of our people have had some real lightbulb moments there, and they've come back with fresh ideas, including some who have not only reassessed how they can contribute professionally, but made radical changes to their lifestyle!'

'The coaching – during and after the programme – is very powerful, and the company has definitely benefitted from the ways our senior people now lead their teams and deal with change. We see the Henley programme as an important factor in developing our leaders for the future.'

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