The Henley Centre for Leadership Team

The HCL embraces the richness and diversity of leadership research and practice. It is inclusive and values a variety of approaches to the thinking and practice of leadership and building leadership capacity. This is represented in the diversity of interest and expertise in the HCL team, its partners and its doctoral students.

PROFESSOR BERND VOGEL
Director of the Henley Centre for Leadership; Associate Professor of Leadership and Organisational Behaviour. Through his expertise on organisational energy, engaging leadership, followership or CEO decision making, senior management teams and leadership, Bernd has researched and worked with organisations internationally. He co-ordinated the Organisational Energy Programme and has published in top academic journals as well as a major book on leadership with the Harvard Business Review Press.

DR CHRIS DALTON
Associate Professor of Management Learning; Subject Area Leader for Personal Development. With over 24 years of experience in management education and training, Chris specialises in reflective practice, systemic epistemology and personal development.

PROFESSOR DAVID PENDLETON
Professor in Leadership. A business psychologist, who has consulted with organisations all over the world, David specialises in developing leaders and leadership, executive psychological assessment and team development. He has published extensively on medical communication in healthcare and on organisational leadership.

PROFESSOR ABBY GHOUSADAN
Professor of Management Specialising in organisational sustainability and organisational success factors. Abby’s research interests lie in examining the reasons for heterogeneous organisational performance and how it can be improved.

DR CLAIRE COLLINS
Deputy Director of The Henley Centre for Leadership and Associate Professor of Leadership Development, Director of the DBA Programme. Following a senior career in the public and private sectors, Claire has worked on leadership and change development with numerous organisations, and with top leaders in the Henley Partnership Round Table. She is a senior leadership coach for individuals and teams and researches quiet and derailling leadership, gender balance and leadership development.

PROFESSOR CAROLINE ROOK
Lecturer in Leadership. Caroline’s expertise lies in creating healthy workplaces through exploring the links between leadership and well-being in organisations. As a researcher, teacher, consultant and coach Caroline explores how to manage executive stress in addition to resilient and authentic functioning at work.

DR LEBENE SOGA
Postdoctoral Fellow in Entrepreneurship and Leadership. Enthusiastic about leadership in the digital era, Lebene is conducting doctoral research on leadership and social media with a Fortune-200 organisation. His expertise lies in leadership, project management, entrepreneurship, and the role of technology in the workplace.

DR AMAL AHMADI
Postdoctoral Fellow in Leadership. Amal is passionate about leadership research and teaching. Her areas of expertise are in leadership development, organisational behaviour and workplace emotions.

DR DR CHAUNH VALI
Associate Professor of Management and Organisational Change. Specialising in leadership, change management and leadership development, Chaunh has led several European and UK research projects, particularly focused on leadership, action learning, SMEs, third sector leadership, management learning, technology-enabled learning, leadership development and evaluation.

DR STEPHEN SIMISTER
Associate Professor in Organisational Change and Programme Director. Stephen’s research is on projects in construction, IT, Finance, Pharmaceuticals, PFI/PPP and Oil and Gas. His focus is how programme management can be utilised to lead and deliver effective change within organisations.

DR JEAN-ANNE STEWART
Associate Professor; Director of Corporate MBA Programmes; Programme Director MA Leadership. Specialising in leadership facilitation, action learning, project management, change management and leadership development. Jean-Anne has led several European and UK research projects, particularly focused on leadership, action learning, SMEs, third sector leadership, management learning, technology-enabled learning, leadership development and evaluation.

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The Henley Centre for Leadership is dedicated to exploring, investigating, understanding, and advancing new forms, practices, and sources of leadership in global contexts. In so doing, we seek to create significant intellectual insights, stimulation, and practical support for leadership.

Key to our thinking is the concept of ‘Engaging Leadership’: Leading engaged and engaging people is crucial to success in organisations. In our research, participants stated ‘Building and maintaining employee engagement’ as the most important people management objective and ‘Organisation-wide leadership capability’ as the outstanding people development priority (6th Henley Corporate learning Priorities Survey, 2015).

Engaging leadership is deeply rooted in relationships and processes and is created jointly by the people involved; it relates to organisations and teams as much as to individuals. Engaging leadership thus includes lateral engagement between peers and purposeful and responsible upwards leadership, as well as leading from the top down; each perspective becomes equally important.

And so the HCL explores Engaging Leadership as a pluralistic concept and set of practices, where shared purpose is central and everyone’s contributions are respected; it moves beyond individuals and towards engagement of the entire workforce in the practice of leadership. With this inclusive, multi-level, and multi-lens approach it reflects today’s complex organisational challenges.

Aspirations of the HCL

- To be a hub for innovative insights about Engaging Leadership through research, practice and development
- To bridge and blend academic and applied challenges in different spheres of society to influence practice and policy
- To create a fertile, supportive, inspiring community of practitioners, programme members, faculty members, doctoral students and associated researchers
- To engage academics, managers and organisations in adopting more purpose-rich and progressive leadership thinking and practices

Why work with the HCL?

HCL faculty research and work with national and international private, public and third sector organisations on the following leadership challenges:

- Engaging and energizing leadership
- New ways of developing leadership and future leaders
- Managers’ personal development and reflective practice
- Resilience and stress in the workplace

A two-year consortium of up to six outstanding international organisations, the Lab brings leaders from world class organisations into an alliance with one another and academic experts, with the shared goal of analysing and discovering their leadership challenges, and progressing in the practice of leadership.

Portfolio of activities in the HCL

The HCL is pursuing a set of distinct activities via three integrated and mutually stimulating areas:

1. Research Engagement
   For intellectual insights, stimulation and practical support
   - Faculty research projects
   - Collaborative studies integrating practice and research
   - Partnerships with international academics, institutions and Research Centres across the University of Reading
   - Relevant and impactful doctoral research
   - HCL Lab

2. Outreach, impact and networking
   Connecting practical and academic leadership challenges for associates of the HCL
   - Annual ‘Engaging Leadership with Impact’ conversation
   - HCL annual conference
   - Academic conferences and research seminars
   - Digital communication

3. Learning and Educating
   - Facilitating learning and education with undergraduate, MBA and doctoral students
   - Building leadership capability of individual students, managers and executives, and entire organisations
   - Supporting the Henley MA in Leadership

The Henley Centre for Leadership Lab

What is the format of the Lab?

A two-year programme of eight workshops for peer-to-peer learning—one each quarter

Research studies by HCL faculty within each Lab organisation

The communication and application of Lab findings within your business

Who should join the Lab?

A range of non-competitive organisations from the private, public and third sector, with an appetite for excellence in leadership, the courage to challenge and address their leadership practices at a deep level, expand and change leadership paradigms, and the enthusiasm to share, learn, and collaborate.

What are the benefits for Lab partners?

- Analysis and action on your organisation’s specific leadership challenges
- Support for delivery of strategic objectives by transforming leadership thinking and practice
- Collaboration with a network of outstanding managers from other Lab organisations
- Personal leadership growth of participating managers
- First hand access to business-focused research results
- A network of experts—HCL faculty, renowned scholars and practitioners

For more information visit hly.ac/hly-hcl