The Henley Centre for Leadership *Lab*

A unique consortium of international organisations
The Henley Centre for Leadership Lab

ABOUT THE LAB

What is the HCL Lab?
A two year consortium of up to 6 outstanding international organisations

Why do we call it a Lab?
In all fields of excellence, combining expertise in practice with scientific research is essential to success. Leadership is no different. The HCL Lab is a place of learning and study for leadership excellence. It brings leaders from world class organizations into an equal alliance with one another and academic experts, with the shared goal of analysing, discovering and progressing. It is an exciting, symbiotic process.

What are the key activities in the Lab?
— Peer-to-peer learning: eight quarterly one and a half day workshops over two years, with managers from all participating organisations
— Research studies: a series of in-depth studies by HCL faculty inside each Lab - organisation
— Dissemination of the Lab's findings into the Lab organisations

The Lab Programme

A TWO YEAR COLLABORATION

WORKSHOP 1: LEADERSHIP - EVERYONE MATTERS
How can we shape leadership which includes everyone at all levels? What is our company-wide leadership capacity for healthy workplaces and performance?

WORKSHOP 2: INNOVATION
In an era where we are all required to innovate, how do leaders and teams promote day-to-day innovation? How do we respond to and shape change, together?

WORKSHOP 3: DIGITALISATION
How do managers and employees co-create successful leadership in an era of social media, web technology and digitalisation?

WORKSHOP 4: DIVERSITY
How does greater diversity enhance commitment, drive performance and improve results? How do organisations excel in using the whole range of talent and experience?
The Lab Programme
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ABOUT YOU  

Who are the Lab organisations?
A range of non-competitive organisations from the private, public and third sector

Why should you join the Lab?
Our highly connected digital world constantly confronts organisations with new challenges for leadership. With its unique programme integrating peer-to-peer learning and in-depth research, the Lab unpacks your critical leadership issues and acts as a catalyst for the discovery of new insights and practices of leadership.

What are the benefits for Lab partners?
• Support for delivery of strategic objectives by transforming leadership thinking and practice
• Analysis of Lab organisations’ specific leadership challenges
• A network of outstanding managers from other Lab organisations
• Personal leadership growth of participating managers

WHAT SPECIFIC CONTRIBUTIONS DO WE ASK FOR FROM EACH LAB ORGANISATION?
• Commit to a 2-year collaboration
• Nominate 10-12 open-minded senior managers, 5 of which attend each workshop
• Give access for research studies inside the Lab organisation
• Host a workshop

WHAT MIND-SET ARE WE LOOKING FOR IN LAB ORGANISATIONS?
• The appetite for excellence in leadership
• The courage to challenge, expand and change leadership paradigms
• The enthusiasm to share, learn and collaborate

WORKSHOP 5: RESILIENCE
How can leadership build healthy organisations and a resilient workforce in today’s organizational life of performance pressures, setbacks and constant change?

WORKSHOP 6: SHAPING SENIOR MANAGEMENT TEAMS
How do we establish energetic and effective senior management teams? Are these teams catalysts for shared purpose and performance?

WORKSHOP 7: RE-INVENTING LEADERSHIP DEVELOPMENT
How do we foster novel approaches to leadership development which nurture the capacity for leadership in individuals, teams, and across the organisation?

WORKSHOP 8: POOLING OUR DISCOVERIES
What have we learned over the two years? What is there still to be done?

• Reputational gain by being at forefront of new leadership approaches
• First hand access to business-focused research results
• A network of experts – HCL faculty, renowned scholars and practitioners
About the Lab team

A HUB FOR INNOVATIVE LEADERSHIP INSIGHTS, DEBATES AND LEARNING.

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 the building of leadership capacity. Through our projects and programmes we seek to help create significant intellectual insights, stimulation and practical support for leadership.

Our Team:

**DR BERND VOGEL**
Director of The Henley Centre for Leadership, Associate Professor of Leadership and Organisational Behaviour

Bernd has researched and worked with organisations internationally on organisational energy, engaging leadership, followership, CEO decision making, senior management teams and developing leadership. He co-ordinated the Organisational Energy Program, has published in top academic journals and written major practitioner books.

**DR CLAIRE COLLINS**
Deputy Director of The Henley Centre for Leadership and Associate Professor of Leadership

Following a career in the public and private sectors, Claire has worked on leadership and change development with numerous organisations and top leaders and is a leadership coach for executives and teams. She researches quiet and derailing leadership, gender balance and leadership development.

**PROFESSOR DAVID PENDLETON**
Professor in Leadership

David is 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. His latest book suggests a new approach to leadership for the 21st century.

**DR 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 ANA MARGARIDA GRAÇA**
Postdoctoral fellow in Leadership

Ana is enthusiastic about research and teaching on team leadership dynamics and effectiveness, and on developing leadership in teams as the nucleus for innovation and leadership development. She has taught in global executive education programmes and published in international journals.

**DR AMAL AHMADI**
Postdoctoral Fellow in Leadership, Organisations and Behaviour

Amal is passionate about leadership research and teaching. Her areas of expertise are in leadership, leadership development, entrepreneurship, organisational behaviour and workplace emotions.

**LEBENE SOGA**
Sessional Lecturer and Doctoral Candidate

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.

**JESSICA ECOTT**
Project Manager, Henley Centre for Leadership

If you would like more information about the Centre and any of its activities, please get in touch with Jessica using the email address below.

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To discover how membership of the HCL Lab could benefit your organisation, please contact:

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