

Case Study:

Roads Academy Senior Leaders Programme



CONNECTING LEADERSHIP WITH SUCCESS



Learner: Jenny Jebson

Organisation: Amey

Programme: Senior Leaders

Cohort: 10

Why did you apply for the Roads Academy Senior Leaders programme?

I wanted to apply for Roads Academy to develop myself. Amey - the company I work for and its Leaders, encourage and support our employees to develop professionally, to enable everyone to grow and increase their capabilities, and to strive to achieve their future career aspirations. I often talk to the team members in my business about doing exactly that – and felt it was important for me to invest in myself, and demonstrate that I truly believe in personal investment and the reward it generates. I also in my early career enjoyed watching the Leaders I worked with, join the Roads Academy programme, seeing them first hand relishing their leadership learning experience, made me even more motivated to sign up myself when the time was right. I also believe that being part of the Roads Academy Alumni is a professional privilege, and that as a network of alumni we should and can make a difference.

What Module did you enjoy the most and why?

To be honest in every module we completed, there was something I really enjoyed, however my absolute favourite was the module on Change Management – it was so interesting to consider and evaluate the academic models available on change management, and the ways in which as Leaders we can help deal with uncertainty, especially in today's world, where organisations face unprecedented levels of change. It was in this module that I was also introduced to a concept called Appreciative Inquiry – I would highly recommend a read on this subject area!

I also loved the variety of learning methods used across the course, which truly made every module different, it was a pleasure to have so many experts join our programme to share their experiences.

Have you been able to implement your learning from the programme into your job role?

Absolutely – being on the programme gives you focused time to learn and develop, even if it is a busy time! There is no way that you can come away from your module without thinking about what you would do differently in your own role. I believe that the programme drives you as an individual to reflect on what you have learnt, heard, and energises you to explore further the learning areas of the programme. At the outset of the Senior Leaders programme the strategic leadership module incorporating strategic leadership styles – stimulated me to consider my approach. As Strategic Leaders our business success is driven by our ability to be authentic, to lead by example, our behaviours and approach are so important to developing the right culture for success. Although I've recently finished the Senior Leaders programme, the learning experience has by no means stopped for me – and I'm confident that I will continue to embed the learning from the programme in the future.

Who do you think the Senior Leaders Programme is aimed at? Who would benefit from the programme?

I think the Senior Leaders programme is aimed at people in our sector, that are ready to enhance their strategic leadership journey, those that hold leadership roles, that are running multiple functions in their business, have financial reporting responsibility and accountability to make strategic decisions. I believe the programme will benefit most of all, those that are ready and open to learn, to understand something different, to step out of their comfort zone and join other leaders in the sector to lead and champion change.