

## Case Study:

### Roads Academy Step up to Leadership Programme



CONNECTING LEADERSHIP WITH SUCCESS



**Learner:** Jess Dudley

**Organisation:** Highways England

**Programme:** Step up to Leadership

**Cohort:** 1

#### Why did you apply for the Roads Academy Step up to Leadership programme?

*I applied for Roads Academy as I wanted to enhance my knowledge and experience in leadership and management. The programme covers a variety of units that I had an interest in which I wouldn't necessarily get too involved with in my day job. I believe that the programme will also support my future career aspirations within Highways England and the roads sector. I know a few colleagues who had been going through various Roads Academy programmes and they found it rewarding, so I thought this was a great opportunity.*

#### Which unit have you enjoyed the most to date and why?

*We have just started the Recruitment and Selection unit which is one I have been most looking forward to. I've always enjoyed being involved with recruitment, so this is one of the areas I have a bigger passion for. Recruitment and selection is something anyone can be involved in regardless of which business area you are in, so it's a great to have the transferable skills and knowledge.*

*During the managing team and individual performance unit we had several role play exercises around having difficult discussions with team members – it's safe to say it took us out of our comfort zones but it was great being able to put what we had learnt in to practice whilst getting feedback from the group on what went well and what could be improved.*

*A future unit I am looking forward to is Project Management as I'm keen to enhance my knowledge and experience in this area. We have to accompany this with a six month work based project, it sounds like it's going to be a lot of hard work but I'm looking forward to the challenge!*

#### How have you been able to implement the learning from the programme into your job role?

*There are many activities we have done that I have been able to share with my colleagues. The learning styles has been especially helpful, as it enables me to better understand how my colleagues like to work – by also doing this during our delivery day I have better insight to my fellow classmates and their preferred learning styles. The course also gives you the space to think and reflect whilst encouraging a new way of thinking towards my work.*

*It's funny because the unit I was least looking forward to was finance, but actually I have learned a lot from it and been able to easily see how it applies to my role. Nick Sharman joined us to deliver a session on finance within Highways England which was extremely valuable and demonstrated how Highways England are supporting and aligned to the programme too!*

*The programme also enables you to develop relationships with your cohort, which means I have built connections across the business which not only supports me in my role but allows me to learn from my teammates outside of the delivery days too.*

#### Who do you think the Step up to Leadership Programme is aimed at? Who would benefit from the programme?

*I think the Step up to Leadership programme would be great for anyone who has an interest in leadership and management and is keen to continue their learning and develop themselves. It's important that you're motivated and willing to learn as you need to manage your time effectively alongside your day job.*

*On my Cohort we have a variation of job roles and a classmate from our supply chain, so it's also valuable to learn from their experiences and have healthy discussions/debates around our ways of thinking and whether there is a better way that I could approach a certain task.*