



ROFFEY PARK
INSTITUTE

Welcome to Roffey Park

Your next step as a leader starts now.

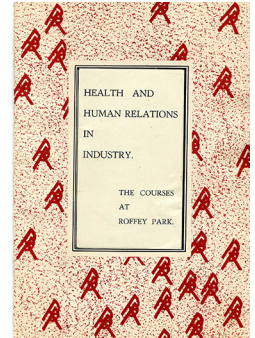


Our Story

Roffey Park was born of necessity and a belief that people matter.

In 1943, as wartime Britain pushed workers to their limits, the National Council for the Rehabilitation of Industrial Workers made a courageous decision. They established a rehabilitation centre at a secluded estate in St Leonard's Forest near Horsham, Sussex — a place designed not for production, but for people. The estate was called Roffey Park.

In 1946, that founding spirit was formalised. Roffey Park Institute was established to meet growing demand for research and training rooted in the constructive, human approach of the rehabilitation centre. A year later, in 1947, we ran our first residential programme: 'Health and Human Relations in Industry and Research Studies'.



The title says everything about who we are. We have never been a conventional training provider. From the start, we understood that healthy organisations require healthy people, and that developing one means developing the other.

Today, more than 80 years on, that founding insight drives everything we do. We are a UK-based educational charity with a global footprint, working with hundreds of organisations across the private, public and third sectors. Our associates span 92 countries and regions. Our programmes span every stage of a leader's career.

From healing and learning in the 1940s to developing leaders around the world today. Some things have changed. The belief that people are the heart of every organisation has not.

Who We Are

A UK-based educational charity with a global footprint. For more than 80 years we have enabled leaders, teams, and organisations to thrive. Our work is mission-driven. We exist to make a difference.

What We Do

We design and deliver leadership, organisational development, and people-focused learning in person, digitally and blended. Our work ranges from open enrolment programmes and academic qualifications to co-designed in-house journeys and applied consultancy. We also produce practitioner-led research and thought leadership that shapes the field.

Why It Matters to You

We don't arrive with a programme and ask you to fit around it. We start with your culture, your challenges, your goals, and build from there. Every engagement is co-designed, not pulled from a shelf. That's how you get learning that lands, change that sticks and capability that stays long after we leave.



Our Purpose: Mission, Vision & Values

Our Mission

We enable people and organisations to deliver what matters.

Our Vision

A world where every leader has the capability, confidence and self-awareness to build organisations that are healthy, effective, and ready for whatever comes next.

We create leaders who build organisations that impact the world

Our Values

Everything we do is shaped by six principles:



The Roffey Park Difference

Plenty of organisations offer leadership development. Few do it the way we do.

Practical

We don't teach theory and hope it translates. Every programme is designed to move from insight to action. Participants leave equipped to apply what they've learned immediately, in their teams, their organisations and their day-to-day practice.

Collaborative

We co-create experiences with you and your learners. Shared ownership produces deeper, more relevant learning, and greater commitment to change. This is not us designing in isolation and delivering to a room.

Aligned

We ensure that learning connects directly to your organisational goals. Development that doesn't support strategy, culture, and performance doesn't last. We build alignment from the very first conversation.

Focused on Organisational Impact

Everything we do connects back to one question: what changes in the organisation as a result? We design for measurable, lasting impact. Not participant satisfaction scores alone.

'Do with, not do to'

This is our methodology in five words. We don't arrive with a pre-built answer. We work alongside you to understand the real challenge, co-design the right response, and build the capability that stays. It is how we avoid creating dependency, and how we ensure your organisation grows stronger, not more reliant.

Research-informed. Practitioner-led.

Our facilitators and consultants bring decades of real-world experience. Our Client Programme Managers (CPM's) are with you every step of the way: managing logistics, shaping the learner experience and keeping pace, scale and complexity firmly in hand, so you never have to chase or coordinate alone.



Our Approach

The organisations we work with face complex, interconnected challenges. Shifting cultures. Changing leadership demands. Structures that no longer serve the strategy. The kind of problems that don't respond to off-the-shelf solutions.

Our role is to be the external partner who can see the organisation clearly, ask the right questions and work alongside you to find the answer, not impose one.

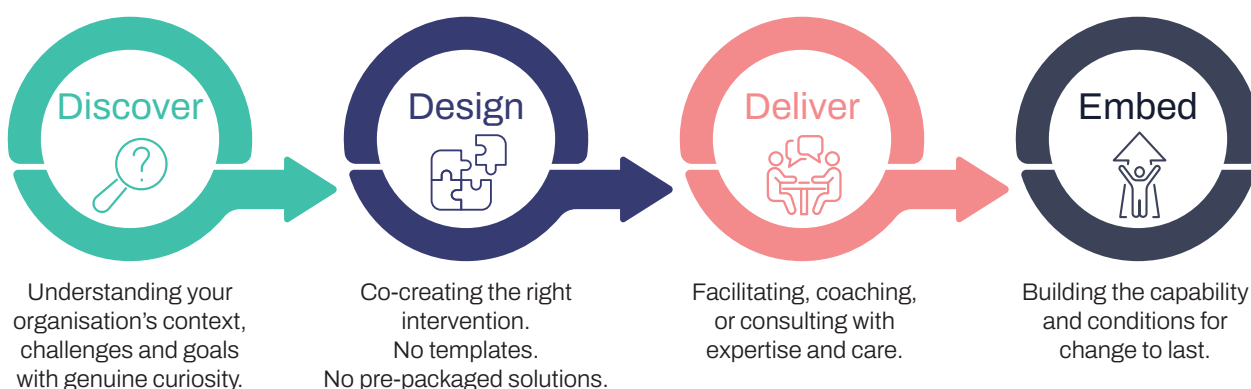
Where we typically work together

Organisations engage us when they are grappling with:

- **Culture**
Understanding it, shifting it, and making it work for the strategy.
- **Equality, diversity, and inclusion**
Moving from aspiration to embedded practice.
- **Leadership challenges**
At individual, team, and system level.
- **Organisational design**
Structuring for the future, including post-merger and acquisition.
- **Strategy refresh**
Clarifying direction and translating it into organisational action.
- **Attraction, development, and retention**
Building environments where people choose to stay.
- **Digital transformation**
The human side of technology-led change.
- **Change and transformation**
Managing the journey, not just designing the destination.

How we work

We begin with listening. Then we design, together. Our process follows four stages:



Our goal is never to make you dependent on us. It is to build your organisation's own capacity to lead change, sustainably and confidently.

Our Impact

Over 80 years of work. One consistent measure: does it make a difference?



years enabling
leaders and
organisations
to thrive

1943

year of founding
– one of the UK's
longest-established
leadership institutes



100+

associates worldwide
– a global practitioner
network



92

countries and regions
represented across
our associate network

Our Services

Six ways to work with us. Every one of them grounded in co-design, adapted to your context and led by practitioner experts.

1. Tailored Programmes

Co-created learning journeys, built around your strategic needs and organisational context. Not a catalogue programme with your logo on it, a programme that couldn't exist for anyone else.

2. Consultancy

Deep partnership on culture, change, leadership and organisational design. We bring external perspectives, rigorous methodology and genuine expertise. We leave you with greater capability, not greater dependency.

3. Coaching

121 and team – practical application – can deal with problems head on

4. Open Programmes

Open enrolment programmes in leadership, management, and organisational development, available online, face-to-face or blended. Join a cohort of peers from across sectors and career stages.

5. In-House Programmes

Delivered exclusively for your people. We design programmes that build shared language, shared capability and shared commitment to change across teams, functions or the whole organisation.

6. Qualifications

MSc in People & Organisational Development

A practical, internationally recognised master's qualification designed for real-world OD professionals. Online delivery. Thirty years at the forefront of developing the practice and field of OD. The qualification for serious practitioners.

MSc in Leadership & Management

An online master's designed for working professionals. Build the strategic thinking, leadership presence and organisational insight needed to lead with confidence in a complex and changing world.

Every engagement is grounded in co-design, adapted to your context and led by practitioner experts.



Our Specialist Areas

Deep expertise across the full spectrum of leadership, people and organisational development.



Leadership & Management

- Leadership & Management Fundamentals
- Advanced Leadership Practice
- Manager as Coach
- Leading Change
- Building Resilience
- Leadership Essentials



Team & Organisational Effectiveness

- Building High Performance Teams
- Managing Global Teams
- Organisation Design
- OD Practitioners Programme
- Organisational Development & Change
- Advanced OD & Change Practice



Coaching, Facilitation & People Skills

- Practical Facilitation Skills
- Advanced Facilitation Skills
- Empowering Conversations
- Influence and Impact at Work
- HR Business Partnering
- Internal Business Partnering



Development Programmes

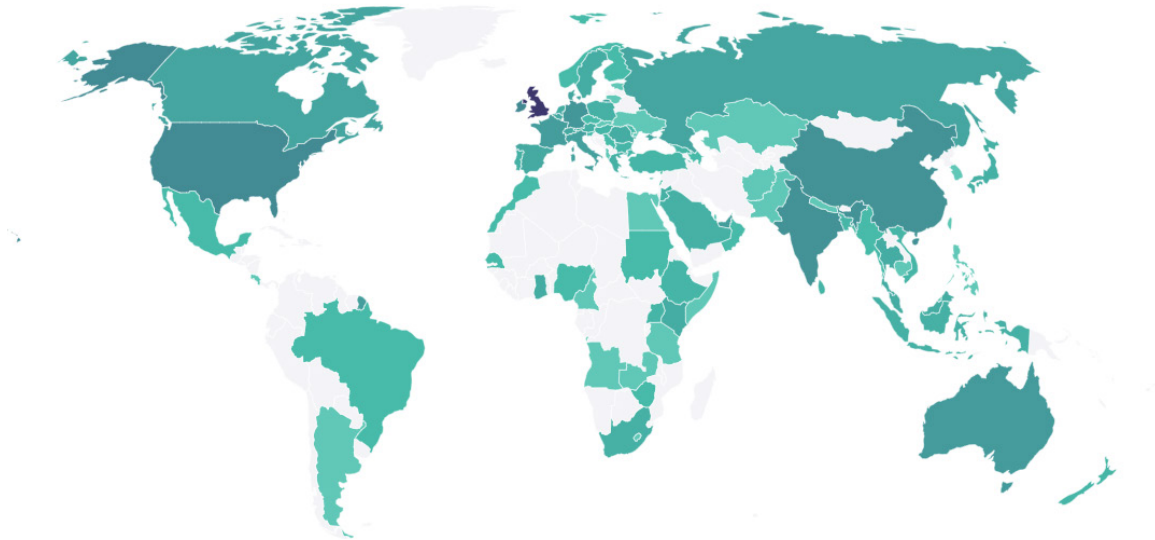
- Graduate Development Programme
- Change and Transformation
- OD Essentials

Every programme is available in person, online, or blended, designed around your people, your schedule, and your goals.

Our Global Reach

Roffey Park is UK-based. Our work is not.

We operate through a trusted network of 100+ associates: experienced practitioners, facilitators and consultants spread across 92 countries and regions. Wherever your organisation operates, we can work with you in the language, context and culture that matters.



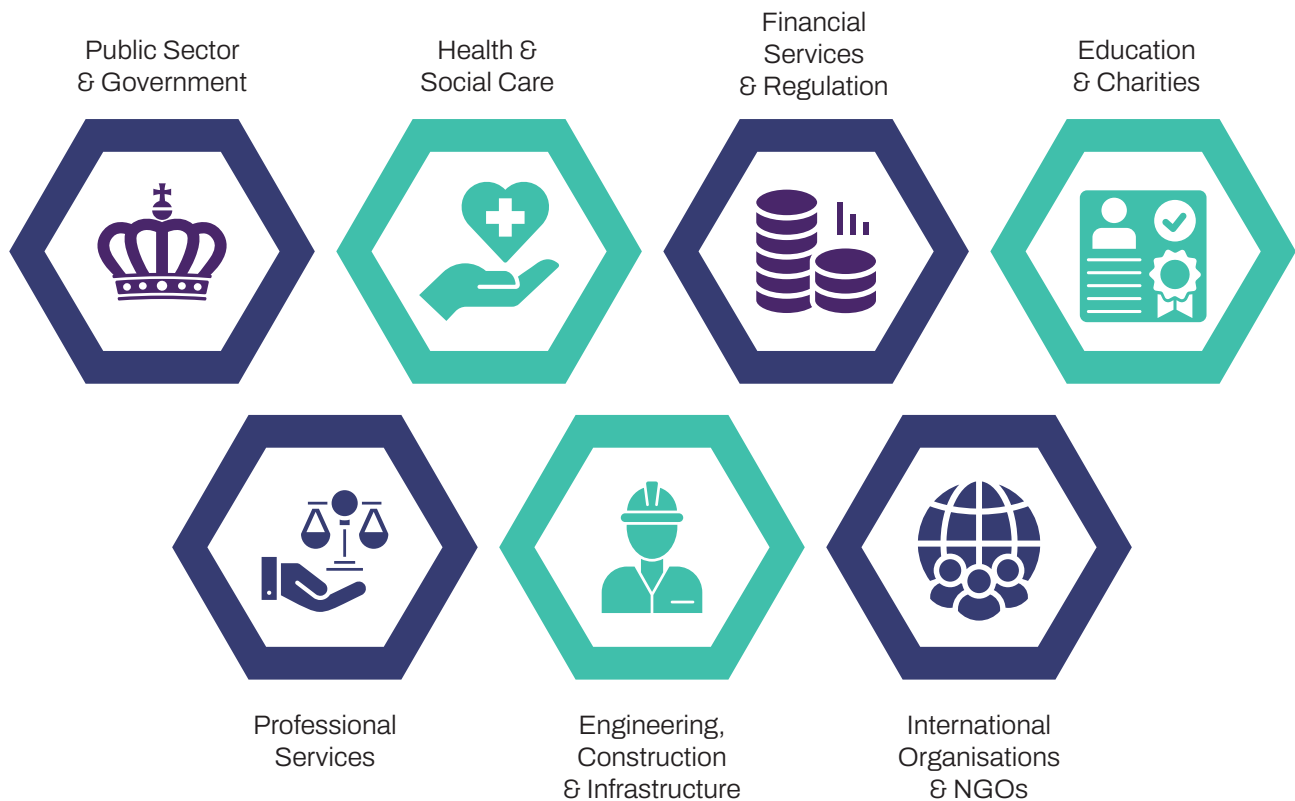
We deliver in every format (face-to-face, virtually, or blended) adapting to your geography, your time zones, and your people's working patterns. From single-country programmes to multi-region leadership journeys, the same rigour, care, and co-design approach applies wherever we work.



Our Clients

We work with organisations of all sizes, sectors and complexity.

Sectors we serve



What our clients share is not a sector, it is a belief that developing people is the most important investment an organisation can make.

Tailored in Action

Real challenges. Real organisations. Real impact.

Sussex Health and Care Partnership

Challenge

A leadership programme built for the mainstream wasn't meeting the needs of colleagues from ethnic minority backgrounds, a small but critical group whose development mattered deeply to the organisation.

Approach

Roffey Park redesigned the programme specifically for this cohort, listening first, then co-creating a new experience that recognised the distinct challenges and strengths these leaders brought.

Outcome

A targeted programme that met delegates where they were, giving them tools, language, and confidence directly relevant to their lived experience.

BAM UK & Ireland

Challenge

A large construction and infrastructure organisation needed a leadership development approach that could evolve with the business over the long term, not a one-off intervention.

Approach

A partnership spanning more than 30 years. Co-designed blended learning programmes, tailored precisely to BAM's culture, context, and leadership challenges. The relationship has grown and adapted as BAM has grown and adapted.

Outcome

90% retention of programme participants. A leadership pipeline that reflects the organisation's values and ambitions.

A UK Central Bank

Challenge

A core management programme served the majority well. But a small, critical cohort — 'leaders of leaders' — needed something more stretching and more tailored to their level.

Approach

The core programme was expanded with a suite of elective masterclasses designed specifically for this senior group. Depth, not volume. Challenge, not repetition.

Outcome

A development pathway that served the whole organisation, without leaving its most senior participants behind.

What Our Clients Say

“

The session was excellent. It was clear from the outset that the facilitators genuinely listened to what we needed and tailored the session to fit our objectives and audience. The whole session was lively, interactive and pitched perfectly for our group.

– Senior representative, UK financial services regulator

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“

Excellent. I have done leadership courses before and was expecting more of the same, so was pleasantly surprised! I was really enthused and motivated by the content and the facilitators. The facilitators are clearly well-established in their field and inspired confidence and trust through their openness, their knowledge and their experience.

– Participant, Leadership Programme, University College Dublin

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“

Roffey Park's approach is holistic; it's about developing the organisation as a whole, not just improving individual skills. From the outset, Roffey Park invested time to build credibility, trust and fully immerse themselves in our organisation. This approach really added value, their preparation, level of understanding and attention to detail was incredible.

– Senior Leader, Scientific Research Organisation

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“

I have most definitely grown as a leader since completing the course. I plan to continue to develop the skills I have gained within my toolbox and implement within my team. One in particular is managing people through change.

– Participant, Sussex Health and Care

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Our Venue

Learning happens differently when the environment is right.

Our home is a secluded estate in St Leonard's Forest, West Sussex, designed not as a training centre, but as a place where people can step back, think clearly, and engage deeply. Set in peaceful, wooded grounds that have inspired learning and reflection since 1943, the venue is an integral part of the Roffey Park experience.

Residential programmes take full advantage of the setting, giving participants the time and space to explore ideas away from the pressures of their day-to-day work. Thoughtful catering, comfortable accommodation, and expansive outdoor spaces all support the quality of the learning experience.

For those who cannot travel, every programme is also available virtually or in a blended format. The same quality, expertise and co-design approach, delivered wherever you are.



Accreditations & Partnerships

Quality you can verify. Standards you can trust.

Quality is at the heart of everything we do at Roffey Park Institute. Our work is grounded in leading research, shaped by decades of experience, and strengthened through partnerships with recognised experts in leadership, organisational development and higher education.

We are committed to maintaining the highest standards across our learning, consultancy and operations. Our postgraduate qualifications are validated through our academic partnership with the University of Sussex, and we work with organisations across the public, private and charitable sectors to deliver practical, evidence-based solutions that create lasting impact.

Our commitment to quality is supported by internationally recognised accreditations, including ISO 27001 for information security management and ISO 14001 for environmental management. We also hold Cyber Essentials and Cyber Essentials Plus certifications, demonstrating our commitment to protecting information and maintaining robust cyber security standards.



Contact & Next Steps

Whether you're exploring a specific programme, considering a consultancy partnership, or simply want to understand more about what we do, get in touch. We listen before we recommend anything.

Every engagement starts with a conversation. Let's have one.

Find us



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On our website

- Open programme dates and booking
- Case studies and client testimonials
- Research reports, white papers, and blogs
- Tailored and in-house programme information
- MSc application details and entry requirements



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