



**Henley**  
Business School

DENMARK

# The Henley Executive MBA – Employer's Guide



# Why is the Henley EMBA the right choice for you and your employees?

In today's knowledge and global economy, the value of a organisation is expressed less in terms of tangible assets and more in terms of the intellectual capability, knowledge and expertise of the people who work there. Now, more than ever, continuous learning can be a real source of competitive advantage.

Talented individuals will stay in your organisation and devote their energies and creativity to furthering the organisation's aims only if they can see that their work is developmental, allowing them to create the sort of expertise and capability which have real value on an open labour market. The paradox then is that savvy organisations, in order to retain their best employees, have to invest significantly in their development and marketability.

For an ambitious manager with aspirations to senior leadership responsibilities, an MBA from a leading international business school like Henley has become virtually the default management qualification worldwide. Obtaining an MBA qualification is an indicator of intellectual capability, determination and the ability to balance successfully work, private life and MBA demands.



A photograph of two men in business attire. The man on the right, with a beard and wearing a blue sweater over a white shirt, is smiling and gesturing with his hands while talking. The man on the left, wearing a light blue shirt, is seen from the back, looking towards the first man. They are in a modern office setting with a laptop and other office equipment visible on the desk.

**The Henley  
EMBA is ranked  
among the best  
in the world**

**#21**

For best Executive MBA  
by The Economist

**#22**

For best Executive Education  
by Financial Times

According to the latest rankings, Henley Business School is the  
highest ranked provider of EMBA programmes in Denmark.





**Successful globalisation of Danfoss greatly depends on the skills, efforts and commitment of our managers on all levels. It is my opinion that we take learning within Danfoss extremely seriously. The Danfoss MBA Programme complies with our strategic goals and deals with Danfoss specific issues.**

**Jørgen Mads Clausen,  
Chairman, Danfoss.**

## **Applying knowledge to organisational problems**

An MBA demands the ability to rapidly acquire and understand new concepts but more importantly, also to see how they can be applied directly to organisational situations. It encourages executives to view organisational problems in a holistic fashion and become aware of the implications of their decisions on other parts of the organisation. It ensures that managers are aware of the broader impact of organisation on society and the role their organisation plays.

Employers can also gain in other ways from the Henley MBA. We build on your managers existing skills, abilities and expertise and broaden those by exposing them to the latest thinking in management and addressing areas – finance or strategy – where the manager may not have had adequate experience in the past.

The Henley MBA requires learners to work together in groups to achieve their learning aims. In the process, a significant part of the learning benefit is derived from interaction between group members, exposing managers to good practice in other industries as well as giving them valuable lessons in how to manage diverse teams. Increasingly, team management includes being able to lead a team of individuals, each with their own professional backgrounds and perspectives, who meet together periodically and communicate via email and phone. As a paradigm for the future world of work, the Henley MBA programme provides useful lessons for the management of modern organisations.



# The Henley Executive MBA programme

The Henley Executive MBA is a postgraduate qualification programme for experienced and practising managers to prepare them for senior leadership positions. It seeks to develop managers to make the right choices for themselves, their organisations and the society in which their organisations exist. It recognises that character and integrity are as important as capability. Technological innovation and global connectivity have led to greater organisational complexity and a reduction in organisational hierarchies with fewer managers. People are more mobile and have changing expectations for themselves, their colleagues and their organisations.

The Henley Executive MBA provides a rigorous grounding in the disciplines of management and access to thought leadership and leading edge practice, with opportunities for personal development. It is international in scope and content and offers an engaging and innovative learning process that blends face-to-face and virtual learning and collaboration with independent study. The learning and teaching process is intensive and challenging and programme members will be expected to undertake structured, guided and autonomous learning.

There are many reputable providers of MBAs. A good guide to quality is possession of accreditation from the major organisational education accreditation bodies around the world. Henley is accredited by AMBA in the UK, EQUIS in Europe and the AACSB in the USA – a powerful demonstration of the quality of our courses and a reassurance that our processes and outcomes are monitored and reviewed on a regular basis by independent panels of experts. You can be confident, that the quality of teaching on the Henley MBA is high and that the academic processes are rigorous and relevant.







**To me it is important that the programme has an international approach, to ensure additional perspectives on business and leadership rather than only a national one. I have not yet settled on where I will live in the future, but regardless of where – the MBA needs to be relevant.**

**Martin Berg, Global Head of Arc Welding,  
Robotics Division ABB.**

## **Structuring the MBA around your needs**

Henley's distinctive capability is in the provision of management education, to practicing executives. We structure the Henley MBA programme in such a way as to anchor the learning process centrally in the programme member's own organisation. Nine subjects have an assignment, like a consultancy project, in which programme members have to demonstrate their mastery of the subject by applying what they have learned to their own organisation. In so doing, your organisation can benefit greatly from fresh insights and latest thinking on management issues. Each MBA programme member has also a major strategy project and a Management Challenge which deals with a major issue facing the organisation. This also gives them an opportunity to demonstrate their conceptual ability and offers their sponsoring organisation an opportunity for serious research and reflection on organisational practice.

As a leading provider of executive education for more than 75 years, Henley has always sought to structure and organize the delivery of its MBA programmes in such a way that busy executives in demanding jobs can readily integrate their studies with their work. If a manager in your organisation is doing the Henley MBA and has to move to another location – perhaps internationally – there is sufficient flexibility built into the system to enable him or her to complete the programme in their new location.









# Return on investment

The flexible nature of the MBA allows participants to add value to the business immediately whilst being supervised in specific internal consultancy assignments by experienced members of Henley Business School. This gives your company access to some of the best business minds in the world.

There are significant costs associated with hiring in MBA graduates in an increasingly competitive marketplace. By investing in an MBA your company will develop an excellent leadership pipeline that will become a significant element of medium and longer term strategic business plans. This investment in quality will enhance recruitment and retention of senior managers.

MBA participants will gain an improved ability to analyse business issues, view the company from a global perspective and effectively interpret the bottom line. Participants typically realise an increased level of responsibility for budgets, size of teams and other resources often whilst progressing through the programme.

Henley supports alumni organisations in over 160 countries and 11 Special Interest Groups such as Healthcare, Pharma Forum and The e-Business that cross international boundaries.



# Your commitment to the programme

We believe that sponsoring one of your managers on the Henley MBA can provide you with powerful benefits, but in order to realise these benefits, we require your help and assistance. You need to be aware of the demands which the MBA will place upon managers in your organisation. Our programmes are structured in such a way that well organised individuals should be more than capable of combining them with a full-time managerial load. Nevertheless, experience indicates that there will be times when managers will require some flexibility. Experience shows that a flexible attitude by employers generally pays dividends in such situations as the motivation of their managers increases correspondingly.

There are substantial advantages to organisations from the assignments and projects which their managers complete, this requires the organisation to be helpful and supportive in providing access to key information in order for the individual to carry out their assignment. We understand that some information is likely to be commercially confidential, and we have well-established systems and processes for dealing with this.

In the past, some employers have placed their managers on MBA programmes either as a reward or perhaps as part of their talent retention strategy. The purpose of an MBA programme is to educate an individual and for education to take effect, the individual will change in terms of the skills they learn and their exposure to other sectors and companies. As a result, their confidence will increase and their aspirations may also change. In other cases, the MBA can generate frustration and 'itchy feet'. Astute employers recognise that this change process will happen and respond to it by thinking proactively about the challenges which they can offer individuals doing an MBA programme.

## Key facts

**Average years of work experience: 18**

**Average years of management experience: 11**

**Percentage of female to male programme members: 35/65**

**Average salary increase 3 years after graduation: 51%**



# Why choose the Henley Executive MBA

## 1 To retain and motivate your best people

A Henley MBA is an investment in your most talented people. Put your faith in them and they become loyal, motivated and confident senior executives. The Henley MBA is a valuable talent retention tool as participants are committed to the future success of your organisation.

## 2 Flexible and easy to incorporate

Henley MBA participants flexibly integrate studies and work with minimal disruption to the organisation – they study when it suits them and learning continues even if the participant moves job within the company anywhere in the world.

## 3 Immediate benefit

Candidates will apply leading-edge knowledge to business situations from the moment they start the programme. Your organisation will benefit from research which focuses on areas such as leadership, international business, marketing and strategic management.

## 4 Increased confidence

Your employee will increase in confidence in their ability to manage and they will be committed to continuous professional development. You will see a continual improvement in their business awareness and management skills.

## 5 Measurable results and in-house expertise

The Henley MBA programme culminates in a Management Challenge – a research based consultancy project. Your employee will complete 11 practical assignments, applying what they have learnt immediately back to your organisation with relevant and practical solutions and recommendations.

## 6 Team management

Programme members work together in syndicate groups to achieve their learning aims. Increasingly, team management includes being able to lead a team of individuals, each with their own professional backgrounds and perspectives.

## 7 Work with experienced managers

Henley is distinctive as we only take on experienced executives. We build on your managers' existing skills, abilities and expertise and broaden those by exposing them to the latest thinking in areas such as finance and strategy.

## 8 Making the right choices

Henley develops executive managers and leaders with the necessary skills, capabilities, confidence and judgement to make the right choices for themselves, their organisations and their wider communities.

## 9 Experienced faculty

Henley's academics thrive on real life research questions; our practitioners have vast experience in the real world of work. They bring specialist insight to the business challenges they teach, organising teaching and research around business challenges.

## 10 Global outlook and an international network

The Henley EMBA will connect your company to global business and a worldwide network with over 80,000 alumni from a wide range of professional fields worldwide. The diversity of this network can truly benefit your business to a key issue facing your organization.



**For more information  
visit [henley.dk](http://henley.dk)**

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