

Case Study: Langley — Co-Designing a Leadership Programme to Build Capability and Drive Growth

About Langley

Langley is a growing organisation delivering specialist flat roofing and waterproofing solutions for the built environment—designed to create a lasting, positive impact on people, places, and the planet.

Langley is a forward-thinking organisation with ambitious plans for growth. Following a period of expansion, they identified the need to strengthen leadership capability at all levels—ensuring leaders could navigate complexity, motivate teams, and drive performance in line with the organisation’s strategic direction.

The client was keen to embed a leadership and management programme that not only built individual capability but also aligned behaviours, language, and culture across the organisation.



The Challenge

Leaders across the organisation were facing increased demands—balancing operational delivery with the need to think more strategically and lead through change.

There was appetite for a programme that would:

- Develop self-awareness and leadership confidence
- Equip leaders with practical tools to lead teams effectively
- Foster a shared language and leadership approach
- Embed accountability and continuous learning

The client also wanted to track development progress and impact over time, using evidence-based tools.

Our Approach

AQR Consulting partnered with Langley to co-design and deliver an ILM-assured leadership and management programme—blending evidence-based insights with practical leadership development.

We shaped the programme in collaboration with key stakeholders to reflect organisational goals, values, and leadership expectations.

The programme included:

- A structured, modular leadership development programme delivered across two-day modules
- Action learning sets between modules to embed learning and encourage peer reflection
- The MTQ questionnaire used pre- and post-programme to measure progress in key leadership qualities (including resilience, confidence, and goal orientation)
- A suite of supporting materials—slides, facilitator notes, workbooks, activity briefs, and handouts—to create an engaging and practical learning experience

The Outcome

The programme provided leaders with the tools, confidence, and shared understanding needed to lead with greater impact.

Key outcomes included:

- Increased leadership self-awareness and confidence
- Stronger alignment across leadership behaviours and expectations
- Evidence of progress through pre- and post-programme MTQ assessments
- A more reflective and accountable leadership culture
- A scalable programme that could be delivered internally to embed leadership principles across the organisation

The client is now looking to cascade the programme further—strengthening leadership capability and consistency at all levels and creating a sustainable approach to leadership development.

In Their Words

“After the first module I went away and implemented some of what we talked about. Just by taking a more coaching approach and delegating, I have saved myself over ten days of time. I can’t believe what a difference its having already.”

Senior Area Manager, Langley