

BHP

Part of the SUMER Group

Business Leadership Academy:

Helping directors and senior managers think commercially, innovate, lead well and share the responsibility of growth.

bhp.co.uk

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Business Leadership Academy

A four-day programme for SMEs, taught by people who have built and run companies themselves. Our next cohort starts in January.

Register your interest

Most MDs want the same thing from their management team. They want people alongside them, seeing change before it arrives, solving problems without being asked, and thinking about the numbers and the customer as well as their own department. What many have instead is a capable team that still looks to them for direction on everything that matters.

Directors and senior managers are promoted for being excellent at their function, then expected to lead, manage, plan and think commercially with little training in any of it.

The Business Leadership Academy closes that gap.



What your team will take back to the business

A proactive team that thinks commercially

Learning how strategy and planning work in a business of your size, in a rapidly changing business climate. They learn to read and forecast the numbers without being accountants, and to balance long-term direction against what needs to happen this month. They return, able to make better decisions and to contribute to the growth of the whole business, not only their own area.

"It gives different perspectives and covers things you may not have ever thought about."

Will Street - Finance Director, Street Crane

Leaders who get more from their people

Delegation, prioritisation, performance management, feedback, coaching and difficult conversations decide whether a team performs. We cover the full range of leadership & management skills in practical detail, including a session with experienced employment lawyers on tackling underperformance, conduct and capability issues without exposing the business to claims. We also look at what drives productivity, engagement and retention, so your best people have reasons to stay.

"The real-life examples and shared experience provided great insight with lots of ideas relevant for my own business. I'd definitely recommend it to senior managers in SMEs."

Gill Burns – Director, Progress Packaging

Learning that carries into your business

The programme runs one day a month for four months, so there is time to implement learning between sessions. Each delegate has access to one-to-one mentoring with the programme lead, applied to your business. They also complete a leadership diagnostic and personality profile, with an individual report and a feedback session.

"I would definitely recommend this course to other managers. You learn so much from someone who has such a lot of directly relevant experience, who is excellent at the delivery of the information, but is also informal and encourages debate."

Steve Laybourn - Director, Nationwide Stainless

Who it's for

Directors and senior managers in small and mid-sized companies, including:

- people who have been in the role for some time in a business that is now growing or changing
- people who have recently taken on their first leadership role
- people you are preparing for promotion

Who teaches it

Rachel Hannan has grown her own business from start-up to market leader, delivering over £4 million EBITDA in eight years, and has invested in more than 40 companies.

"This is a programme I wish had existed when I was learning to lead my own company."

Rachel Hannan

She has a professional background in leadership development, board effectiveness and mentoring, and she keeps the content current as the business landscape changes.

She shares what worked, what didn't, and how to make it relevant to your business.



What happens across the four days

Day 1: Getting the mechanics right.

The leadership approach, structure, systems and governance that help a business respond to change and support growth, without turning into a bureaucracy.

You'll cover what a high-performing leadership team looks like, what corporate governance means for an SME, and how to get more from board and management meetings.



Day 2: Planning, proactivity and implementation.

How to turn ambition into a clear plan and practical actions. You'll cover vision, strategy that stays relevant in a fast-changing world, planning tools, and the financial basics and forecasting for non-accountants. You'll also learn how to use management information to make better decisions.

Day 3: Leading the way.

Self-awareness, personal effectiveness and prioritisation. Plus, the leadership skills and approaches that work in today's environment, and when and how to deploy them. The importance of agility, how to lead effectively through change, and how to adapt to ever evolving employee expectations are all covered.

Day 4: Maximising team effort.

Coaching, engagement and motivation, alongside constructive feedback and team development. The whole range of management skills are covered, including dealing with underperformance confidently, and getting first-hand tips from an employment lawyer. You'll leave with a clearer view of how to build a team that keeps improving.

What's included

- All four face-to-face days
- One-to-one mentoring with the programme lead between sessions, by phone or video
- Leadership diagnostic, personality profile, individual report and feedback session
- Expert input from employment lawyers
- A chance to compare approaches with senior managers from other SMEs
- Hard-copy course materials that build into a complete programme reference guide
- Lunch and refreshments on all 4 days

"The content was excellent - expert, practical and focused specifically on SMEs. The fact it was delivered by someone who's successfully grown businesses themself brought huge credibility and made it all the more valuable."

William Beer – CEO, Tunley Environmental



Contact

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The January cohort

Starts:
January 2027

Format:
One day a month for four months

- 20th January
- 24th February
- 24th March
- 21st April 2027

Location:
Richmond House, Lawnswood Business Park, Leeds, LS16 6QY

Investment:
£1,999 plus VAT per delegate, everything above included

Places:
Limited. The cohort closes when it is full.

Talk to us
Register your interest and Rachel will call you to talk through whether the Academy suits your team.

If you're thinking of sending more than one person, mention it when we speak.

Register your interest here