



## HOWDEN ACADEMY

### CASE STUDY: DEVELOPING EXCELLENCE THROUGH BESPOKE BUSINESS EDUCATION

**HOWDEN IS A SCOTLAND-BASED GLOBAL ENGINEERING COMPANY WHICH DESIGNS, ENGINEERS AND MANUFACTURES AIR AND GAS HANDLING EQUIPMENT, INCLUDING INDUSTRIAL FANS, PROCESS GAS COMPRESSORS AND ROTARY HEAT EXCHANGERS.**

In 2008, Howden aimed to revolutionise the approach it took to postgraduate engineering education and training by investing in its people to attract and retain the best engineers from around the world, strengthening the company's position as a global force in engineering innovation.

The company partnered with Glasgow Caledonian University (GCU) to provide its engineers with the knowledge, skills and experience of its own senior engineering staff together with the teaching expertise and world-class learning facilities at GCU.

The Howden Academy is an international postgraduate programme hosted by Glasgow Caledonian University (GCU). In the last four years it has delivered specialist operational training to more than 400 of the company's engineering graduates.

In the past, Howden's new engineers have been trained largely "on the job" by colleagues and supervisors. However, the rapid recruitment of large numbers of new engineers required a different approach to training. Howden Academy helps the company to attract and retain the very best engineers. It provides new personnel with the fastest possible route to full productivity and allows them to quickly start making a genuine contribution to the company's activities.

In the UK, Howden has over 150 years of experience in designing, supply and servicing equipment to the highest standards of quality, performance and reliability to meet the needs of some of the most demanding industries in the world. Design engineering, project management,



proposals and aftermarket support are carried out in Renfrew, Scotland.

Glasgow Caledonian University lecturers from the School of Engineering and Built Environment are fully involved in the preparation of the teaching materials, enabling Howden Academy to use the best techniques available. Training methods draw on traditional classroom work and e-learning supported by comprehensive notes and materials, delivered in manageable modules during week and weekend sessions at Glasgow Caledonian University's modern, city-centre campus.

Howden has now extended its innovative method of postgraduate staff training to the customers, agents, consultants and other individuals who work with its wide range of products.

The 'Developing Excellence through Partnership' programme will extend the Howden Academy's specialist engineering classes to a range of well known internationally recognised companies and global partners.

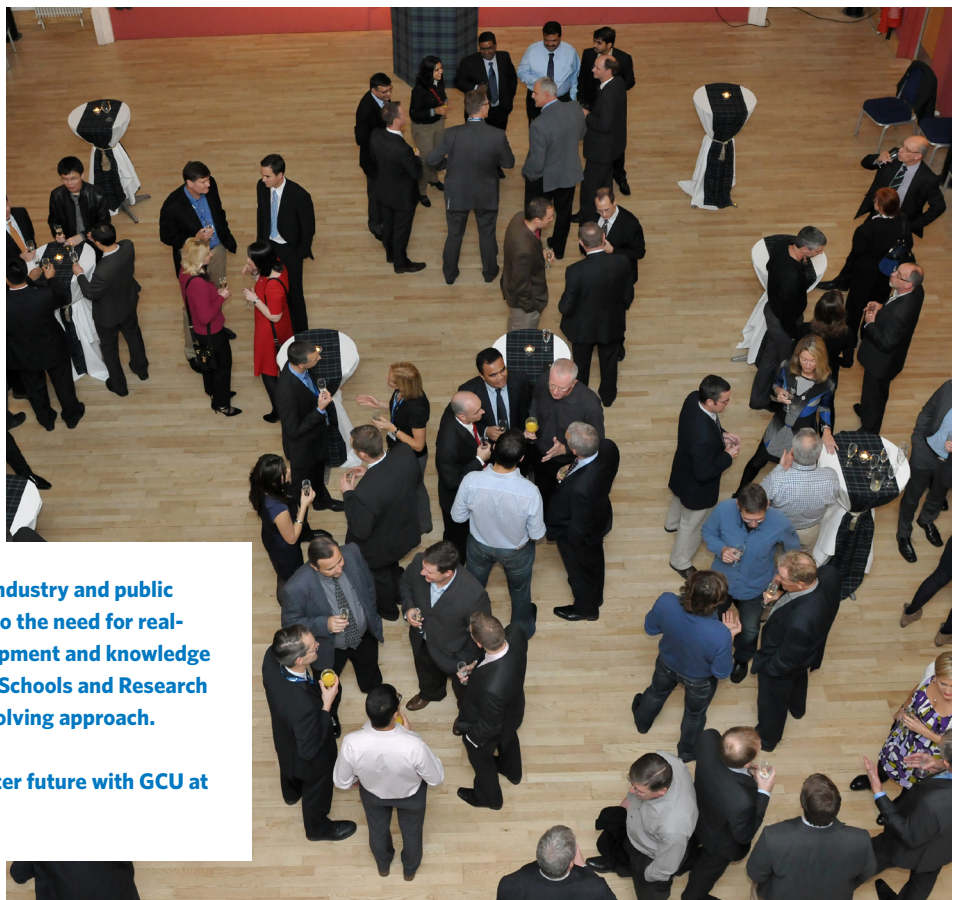
Ian Brander, Howden Chief Executive Officer, said: "We pride ourselves on listening to our partners and the new 'Developing Excellence through Partnership' programme will support the continuous personal and business development of both ourselves and our partners."

Meron Reid, Head of Howden Academy, said: "Howden has a long tradition of working with its partners to the benefit of both. One of our stated business values is 'customers talk, we listen'. With this new programme, we will deliver high-quality interactive training which will be provided by Howden product specialists. The aim is to promote an exchange of information and ideas which will drive innovation and ensure the ongoing success of our partnerships."

Professor Pamela Gillies, Principal and Vice-Chancellor at Glasgow Caledonian University, said: "Howden Academy is a truly innovative partnership between our university and an industry leader in the field of engineering, and we are delighted to help the company extend this pioneering approach into a new and exciting area.

"It is rare that prestigious international companies such as Howden and universities like GCU come together to co-create and present new educational programmes. This fresh approach is, however, surely the way to deliver the relevant education and expertise that industries need."

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**At Glasgow Caledonian University, we work with industry and public sector partners to ensure our expertise responds to the need for real-world innovation. GCU's strategic business development and knowledge transfer teams work with academic experts in our Schools and Research Institutes to support businesses with a problem-solving approach.**

**Contact us to find out more about building a brighter future with GCU at [www.gcu.ac.uk/business](http://www.gcu.ac.uk/business).**



#### **FURTHER INFORMATION:**

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