



# hr▶▶

**Up to speed, up to date and up, up and away.**

Peer into the future programme overview

Sponsored by



The programme is facilitated by the PPMA and Penna with real-world inputs in each module from a diverse range of experienced HR/OD Directors, Chief Executives and senior subject matter experts from multiple sectors. Their contributions will encourage the exchange of ideas and inspire fresh perspectives. We'll also provide time for you to network and share best practice in your organisations.

As a senior HR professional and leader finding the time to “Peer into the Future” and consider the implications for your organisation, its partners and trading arms can be difficult. There is always something that needs to be done, meetings to attend and deadlines to meet. All too often, thinking space gets filled with “doing”.

Peer into the Future has been designed to give you the opportunity to reflect on the key strategic workforce issues for the sector, its partners and trading arms and provides the opportunity to grow your personal leadership and professional skills.

# programme aims

The programme will help you to gain a greater understanding of how HR/OD can maximise its contribution to the overall success of your organisation and the sector and will enable you to:

- **Boost your confidence to be an effective voice in senior leadership debates, offering strategies that align to business priorities.**
- **Consider future models of service delivery; joint ventures, shared arrangements, mutuals and new companies.**
- **Showcase innovative practice and debate the differing approaches to managing change across the sector.**
- **Understand the behaviours, skills and competences required by senior HR leaders in delivering HR/OD in the future.**
- **Build a network of peers for sharing practice and current challenges.**
- **Be part of the Alumni to continue the good practice insights.**

The fully interactive programme focuses on reality rather than “spin”. Delivered in 7 one-day modules, the programme is run with interaction between participants as required. Participants are expected to try new approaches and share experience. Through active participation you will build a network of collective thought and energy. Upon completion you will access the Alumni of great HR/OD people which meets 3 times a year to share good practice insights.

At the end of the Cohort you will be invited to enter the **‘Peer of the Year’** award, to recognise your development and increased impact. This will be presented at the annual PPMA Conference in Newcastle.

## who should participate?

Senior HR and OD professionals who are operating at a strategic level in their organisation and who are at, or aspire to be at, HR Director level. Participants must be able to influence strategy and practice and apply their learning in their own organisation and across the sector.

# programme content

Programme designed by  Penna



## module 1

Thursday 21st  
September 2017

### Theme

Self-Awareness

### HR Challenges

The role of the  
HR Director

### Focus

Personal impact

Building and  
deploying strengths

Personal HR  
career planning

Wave and Hogan  
results discussion

## module 2

Thursday 19th  
October 2017

### Theme

Making a  
strategic impact

### HR Challenges

OD and Organisation  
Change

### Focus

HR with an  
OD mindset

Effective future  
workforce strategies

HR function strategy

Post-module  
wine tasting

## module 3

Thursday 16th  
November 2017

### Theme

Looking back from  
the future

### HR Challenges

HR challenges in  
Local Government  
and beyond

### Focus

Understanding  
future requirements

Identifying  
opportunities

Building alliances  
for future success

## module 4

Thursday 7th  
December 2017

### Theme

Day of Reflection  
and Sharing  
Good Practice

### HR Challenges

TBC

### Focus

TBC

## module 5

Thursday 8th  
February 2018

### Theme

Beyond sectors  
- synergies and  
differences

### HR Challenges

HR in 'fast feedback,  
high consequence'  
environments

### Focus

HR in a commercial  
context

Innovation and  
entrepreneurship

Aligning strategy  
and priorities

## module 6

Thursday 15th  
March 2018

### Theme

Integration across  
the public sector

### HR Challenges

Developing  
and delivering  
collaborative  
HR strategies

### Focus

HR in the NHS

Influencing and  
collaboration

Mapping the system

## module 7

Wednesday 18th  
April 2018

Newcastle

### Theme

Bridge to  
the future

### HR Challenges

Developing personal  
plans and strategies

### Focus

Action learning

Networking

Review

## Showcase Day

Thursday 7th  
June 2018

### Theme

Best practice in our sector

### HR Challenges

HR in difficult times,  
making it work

### Focus

Learning by example

Changing your organisation  
and making an impact

## Peer of the Year Award

2018 Conference  
Dates TBC

PPMA Conference

Newcastle

# Psychometric Assessment

As part of the programme, in late August you will complete an online psychometric assessment aligned to the PPMA strategic HR/OD competencies.

You'll get a 1 hour validation session with one of the Penna psychologists – so a great way to reflect on your skills and develop areas ready to start the programme.

## price (+VAT)

---

<b>£1200</b>	<b>member</b>
--------------	---------------

---

<b>£1500</b>	<b>non-member</b>
--------------	-------------------

---

Travel and accommodation is not included in the above but your Wave and Hogan assessment is.

## how to apply

Please complete your application form [here](#). You can also download a copy [here](#), which you can send back to [peerintothefuture@penna.com](mailto:peerintothefuture@penna.com).



To find out more, please contact  
Yvonne Skingle on **07817418039**  
or via **[yvonne.skingle@penna.com](mailto:yvonne.skingle@penna.com)**

**[peerintothefuture@penna.com](mailto:peerintothefuture@penna.com)**

Sponsored by

---

