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

Peer into the future programme overview

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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.

As a senior HR professional finding the time to “Peer into the Future” and consider the implications for your organisation and its partners 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 workforce issues and provides the opportunity to grow your personal and professional skills.

programme aims

The programme will help you to gain a greater understanding of how HR can maximise its contribution to the overall success of your organisation 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.**
- **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.**

The fully interactive programme focuses on reality rather than “spin”. Delivered in 6 one day modules, the programme is run over 7 months with interaction between participants between modules 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 and access the Alumni of great HR/OD people which meets 2 times a year.

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.

programme content

Programme designed by  Penna



module 1

20 September 2016

Theme

Self-Awareness

HR Challenges

The role of the HR Director

Focus

Personal impact

Building and deploying strengths

Personal HR career planning

module 2

25 October 2016

Theme

Making a strategic impact

HR Challenges

OD and Organisation Change

Focus

HR with an OD mindset

Effective future workforce strategies

HR function strategy

module 3

28 November 2016

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

16 February 2017

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 5

29 March 2017

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 6

26 April 2017

Theme

Bridge to the future

HR Challenges

Developing personal plans and strategies

Focus

Action learning

Networking

Review

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)

£980 **member**

£1200 **non-member**

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

Added value options to your learning: (prices on request)

- 3 x personal coaching sessions
- Mentoring with a PPMA Board Member
- 360 degree assessment
- Team or personal assessment

how to apply

Please send back your completed application form to zoe.brennan@penna.com before the **9th July 2016**.



To find out more, please contact
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