



PPMA Excellence in People Management Awards 2020

Judges Biographies

PPMA EXCELLENCE IN PEOPLE MANAGEMENT AWARDS
Apprentice of the Year
Sponsored by Penna
Daniel John - South Gloucestershire Co



Our judges hold senior leadership positions across Local and Central Government, 3rd Sector and Private Sector.

Judging takes place on Wednesday 29th January 2020 in London.

Our shortlisting celebration is being held on Wednesday 12th February 2020 in London.

Winners will be announced on Tuesday 31st March 2020 at the PPMA Gala Dinner at The Midland Manchester.



Introducing you to our judges

We are delighted with the new faces joining the judging process this year along with some of our 2019 judges returning for this years process.

Our judges are highly respected and recognised as experts in their fields and by their peers.



Judges Biographies

Steven Berry

HR/OD Specialist Manchester City Council & PPMA One to Watch winner 2019

Steven is a HR/OD Specialist at Manchester City Council, leading on workforce health and wellbeing and employee benefits. He has worked within the HR/OD service at the City Council for around two years, prior to which he worked within the voluntary sector in substance misuse services. He has led on the development and ongoing implementation of the City Council's Employee Health and Wellbeing Strategy, which aims to create an environment where employees are empowered to be their best selves at work.

Steven was the winner of PPMA's One to Watch award in 2019. His legacy focused on the fact that he is naturally an introvert, but how over time he has learned to push himself out of his comfort zone, which is when he finds that he performs at his best, and has the most positive impact on others.



Trudy Birtwell

Head of Leadership & Organisational Development, Solace

Trudy has been Head of Leadership and Organisational Development at Solace since 2011. She leads and manages a range of successful programmes and assignments with Solace clients and is quick to establish effective and successful working relationships with clients to understand their requirements and to co design and provide appropriate solutions that deliver added value.

She leads their partnership work with DCLG, LGA, INLOGOV, PPMA and a range of other strategic partners. Trudy is also a professional HR/OD practitioner with over 18 years' experience of working at board and executive level. She is a strong leader able to inspire and motivate individuals and multidisciplinary teams.





Judges Biographies

Mike Burton **Editorial Director of The MJ**

Mike is former editor of The MJ (Municipal Journal) and now editorial director of The MJ Group along with its other associated local government products and titles such as The MJ Awards, MJ Future Forum, mj.co.uk, LocalGov.co.uk, Surveyor, Local Government News and Municipal Year Book, which are all event organisers. He is also board director of Hemming Group Ltd.

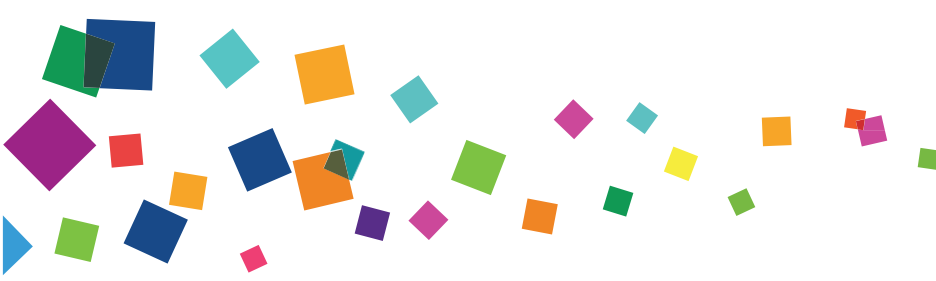
He has been writing and reporting about local government and the wider public sector for over 25 years and speaks at the chair of numerous public sector conferences. He distilled his experiences into his first book The Politics of Public Sector Reform from Thatcher to the Coalition, published in June 2013 by Palgrave Macmillan.

His new book The Politics of Austerity: A Recent History (Palgrave Macmillan) looks at how the UK, the USA, the eurozone, the Baltic States, Canada and Sweden managed their public finances during economic downturns in the past 40 years.

Hayley Comporese **HR Consultant oneSource & PPMA Rising Star Winner 2019**

Hayley started to work at Havering Council in June 2012 as an agency worker in the HR transactional team, in March 2017 she started the role of HR consultant, contract specialist within Newham (Havering and Newham share oneSource services for HR). This involves managing the agency worker contract. Her and her team have also recently been co-ordinating high level recruitment in Newham – they have just completed recruiting for the new Chief Executive for Newham and also the Corporate Director of Resources.





Judges Biographies

Karen Grave **President PPMA**

Karen has worked in HR and OD in public and private sectors in a career spanning more years than she cares to remember. She is passionate about public services, believing that well run public services are critical to how well our society runs. For her, workforce is at the heart of everything public servants do. Whilst technology, policy and processes have a huge role to play, none of this matters without engaged, committed, passionate and productive workforces. She is committed during her term to continuing with ongoing PPMA work to raise and develop our collective professional voice so that every decision taken about the what, why and how of public services harness the inherent passion, creativity, innovation and commitment of the broader public service workforce.



Leatham Green **Interim Executive Director, PPMA**

As longstanding members and PPMA friends will know, we typically have a Vice President. To harness the increased opportunities developing for PPMA, we have decided to review our structure and governance. Whilst we do this we have taken the decision to appoint an Interim Executive Director.

Leatham is the founder of the Mindful HR Centre and a highly respected and a multiple award winning public sector HRD Director. He is respected as a leader who can deliver sustained and substantial transformation. He believes that we should treat human beings as human resources to get the very best out of them. Being mindful in how we treat people and how we enable them to be mindful of themselves will ensure we can harness the power of our public service workforces.





Mark Grimley

Group Director for People & Corporate Services at Government of Jersey

Mark is the Group Director for People and Corporate Services for the Government of Jersey. This covers all functions of government from healthcare, education, crown services, prison and justice services, police, foreign affairs and regulatory services. Alongside his role as chief people officer, he also reports to the statutory States Employment Board and supports the regulator, Jersey Appointments Commission, for all senior roles within the Government, arms-length-organisations and government-owned companies at Board-level.

With his roles in public, private and third sector, he brings a breadth of experience and perspectives and is a strong advocate for impactful, strategic people management. He is recognised as one of the influential public sector HR directors (HR Magazine 2019) and has held a number of non-executive roles in private and further education.

Mark didn't ever see himself in people management. In fact, it was an accident that he only really joined the profession in his 30's – much preferring to travel and avoid work in his 20's. Now he is an ardent advocate and supporter of the profession and has been a member of the PPMA since his first year in the profession. (At the conference, you'll find him at the bar, and often the last one up!)

John Higgins

Researching in speaking Truth to Power

John is a researcher, author, coach and evaluator who brings the undiscussable and ignored aspects of organisational experience into the open. His work involves intimate and confidential conversations with people from all walks of life, from Archbishops, to CEOs, to homeless people now earning a living as professional actors.

He currently works extensively within NHS and other national health systems, applying and developing the insights of his long running research into 'speaking truth to power'. This work has resulted in three recent pieces in the Harvard Business Review and was published as a book by FT Pearson this year.

His approach to research and evaluation has been developing over the last 20 years and is closely tied to his continuing connection to the Ashridge Doctorate and Masters in Organizational change. Rather than seeing research and evaluation as passive exercises, John engages in an active dialogue with individuals and groups, seeking both to influence and be influenced by the exchange.

This approach requires an acute attention to his prejudices and assumptions, an attention that has been refined through an extensive and intensive engagement in Jungian analysis.

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Suzanne Hudson

LGA – Senior Adviser – Workforce and Policy

Suzanne is a senior workforce adviser for the Local Government Association in England and Wales. Her role is primarily to identify issues and develop HR solutions for implementation across the sector.

Her previous employment was at the London Borough of Croydon, where she managed and delivered a range of HR projects, including negotiating and introducing a managed system for interim staffing, staff benefits, tendering and outsourcing, major organisational change and performance management processes.

Prior to this employment she worked for Thameslink Rail Ltd where she was responsible for organisational change and development within a private rail company.

Suzanne has extensive experience in organisational redesign and change. She also has experience dealing with partnerships and new models of delivery. She has over 17 years' experience of managing change within HR, specifically involving senior managers.

Prior to joining Thameslink Rail Ltd, Suzanne was a lecturer in French and Economics at Southbank University.



Dr Andrew Larner

Chief Executive IESE

With more than 25 years' experience in improving public services, iESE's Chief Executive is an acclaimed transformation expert not just in the UK but internationally - with a breadth of experience working with local authority models around the world.

During the past 15 years he has led the growth of iESE from a small social enterprise start-up to the sector's leading transformation partner – working with hundreds of authorities around the UK, and supporting the delivery of more than £1billion in savings.

He has also worked with public services around the world – he supported authorities in China to modernise their management systems during rapid change, while in Hungary he supported the development of legislation and IT systems to manage a burgeoning property market. As such, he has probably got a wider view of public service operating models than any other expert in the sector.

A sector-leader on information management and the information society, with a doctorate in balancing rights in information, Andrew's use of digital technology to link authorities together and deliver joined up services was among the first in the world in public services. He is also the founder of iESE.





Judges Biographies

Craig McCoy

Chair – London HR Connection

Craig is a Partner at AT Globe Research. A senior Group HR Director with nearly 35 years experience, he has held HR Director roles at 15 businesses with responsibility for up to 18,000 employees and 45 countries. His sector experience includes media, telecoms, technology, property, and health & social care, in the private, public and third sectors. He has also held NED, Chief Operating Officer and Senior Change Management Consultant roles. He is Chairman of London HR Connection. Craig is a Fellow of the Chartered Institute of Personnel & Development and holds an MA (Hons) in French & Italian from the University of Cambridge.



Deborah McKenzie

Director of People, Public Health England

My passion is people, understanding how we behave, and what enables us to adapt successfully to new or different circumstances. All of the roles I've had throughout my career have a strong people focus and have enabled me to gain extensive experience of organisational change and leadership development.

I'm also intrigued by how systems operate and their impact on culture. My interest began when I worked for an international company and spent 8 years travelling around the world. During this time I worked in 4 continents and over 20 countries, building my understanding of how good practice could be transferred from one culture to another.

In terms of career, I have worked in the Public Sector for over a decade and during this time have had roles at the Cabinet Office, Public Health England, Department of Health, an acute trust, an SHA and in local government.

Prior to this, I worked for Accenture as an Associate Partner, where I led a number of large scale change programmes.

After University I spent a few years in the fast moving consumer goods industry, holding roles as varied as Market Research Manager; Space Planning Manager; National Sales Account Manager; and Trade Marketing Manager.





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Rob Moss

Editor, Personal Today

Rob Moss has been editor of Personnel Today since 2010 when the HR title became an exclusively online publication. He joined the magazine in 2006 as online editor, having previously written in the optical and energy markets. He's interested in how new HR technologies can transform organisations, and emerging models of employment and their impact on the workplace and society in general. He has also written extensively about how gender equality can be improved through family-friendly HR policies. He hosts and manages the Personnel Today Awards and is responsible for recruiting experts to the judging panel.

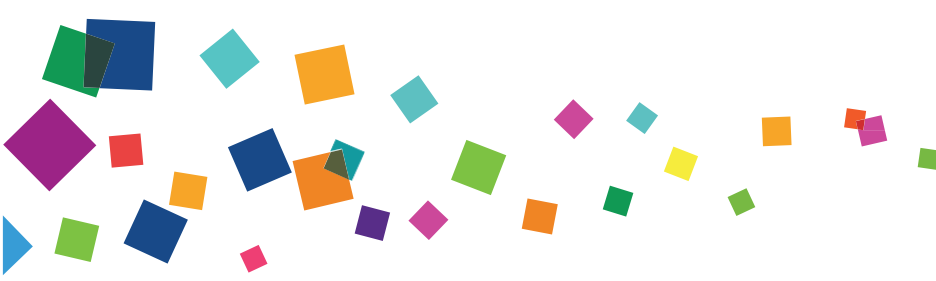


Lorissa Page

Director, LP Consulting

Lorissa Page is an established OD and HR professional and thought leader. She has a creative, dynamic and personable approach to workforce strategy development and operations. A leader with exceptional people skills, Lorissa is the go-to person for tackling the difficult and getting the best out of people and challenging situations. A certified Lumina Spark Personality profiler, Lorissa also works with teams and Senior Leaders to improve their leadership potential and impact. Her commitment to demonstrating the value of employee wellbeing and motivation on organisational performance and reputation was recognized by BBC News South East. Lorissa has held a variety of senior leadership positions with recognized HR and OD success in Transformation, Resourcing, Employee Relations, Learning and Development and Business Partnering working within challenged organisations. She has taken this experience and applied it in her role as visiting Lecturer – Leadership and Management Masters Degree Programme with the University of Brighton.





Angela Probert
Interim Transformation Consultant, Lancashire county Council

Angela currently operates as a transformation consultant working across local government, health and the voluntary sector. She has a track record of forming collaborative and constructive partnerships across the public sector and commercial organisations and of leading cross sector improvements; including chairing cross organisation programme boards. Angela has a strong reputation for delivering challenging agendas to deliver significant budget, efficiencies and transformational change.

Up to February 2019 she held the role of Chief Operating Officer at Birmingham City Council. Previously Angela worked at Nottingham City Council as Strategic Director, HR and Transformation.

Throughout her career she has worked in both large and small organisations and also as a consultant working with the public sector. She is passionate about public service reform and the role HR plays in organisational transformation.

Joanne Roney
Chief Executive of Manchester City Council

Joanne has been the Chief Executive of Manchester City Council since April 2017. During the last 18 months she has dealt with a number of unprecedented events including the Manchester Arena Bomb. Joanne is driving the Council through the fundamental changes to Health and Social Care. She is lead Chief Executive for skills across Greater Manchester.

Before moving to Manchester, Joanne was previously Chief Executive of Wakefield Metropolitan Borough Council, where she held the top post from 2008.

Joanne's career started in local government as an apprentice with Birmingham City Council when she was 16. She has a strong track record in transforming public services and delivering major regeneration initiatives such as the Hepworth Gallery Wakefield and Parkhill Housing in Sheffield. She has extensive experience in housing and local government having previously worked as Director of Housing at Kirklees Council and Executive Director with responsibility for housing, communities and adult care services at Sheffield City Council. Joanne is a Fellow of CIH and a regular contributor to Inside Housing.

Joanne is a Trustee of the We Love Manchester Emergency Fund, established in the wake of the Manchester Arena attack, to provide financial support to victims and families affected.

Joanne was awarded the OBE for services to local government in 2009.

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Helen Scott **Executive Director, UHR**

Helen has worked in higher education since 1991, and moving from Oxford to be HR Director at Sussex. She has been working for UHR since 2004, and works with the Executive Committee to lead the organisation. So if you want to get involved, have an idea, or are a new HR Director, then be sure to get in touch.



Craig Scriven **Assistant Director - Human Resources** **Birmingham City Council**

Craig Scriven is a Chartered Fellow of the CIPD and has been in various leadership roles in HR across the public and private sector. He is currently the Assistant Director of HR at Europe's largest Council – Birmingham City Council where he heads up a team of HR Consultants as well as the HR Service Centre. In 2014 Craig participated and was a finalist in the PPMA HR Rising Stars Programme, later in 2014 he went on to win the inaugural People Management Magazine HR Practitioner of the Year Award. With a keen eye for spotting talent Craig has developed well over 100 HR practitioners across the West Midlands in his various roles, his mantra being "everyone has a talent, my job is to help liberate it".





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Stuart Wigham

Organisation Design & Change Consultant – Wigham Consultancy

For nearly 10 years, Stuart Wigham FCIPD, PhD, has sat on the Board of Directors for the European Organisation Design Forum (EODF) and the USA based Organization Design Forum (ODF) in addition to his own consulting work. Stuart specialises in Whole System Organisation Design through Whole Scale approaches and has successfully worked with many large and small organisations across his 22-year career. He has taught Organisation at Graduate and Post graduate level at Aston Business School, Henley Business School and Birmingham City University as well being responsible for EODF's Education and Mentoring offerings including Masterclass delivery and design.

