

Day 1 – Conference hackathon, conference launch and informal social events

Time	Session	Speaker	Title	Location
10.00 – 15.00	Hackathon	PPMA Led With Shonette Bason-Wood	Tomorrow’s World: Purposeful work and lives Hackathon Looking into the future and thinking about how we design, deliver and participate in public services is a key component of conference. We are excited to be using aspects of our previous work on Walk Tall: Being a 21 st Century Public Servant to kick start the hackathon. PPMA has run a number of hackathons to help us develop meaningful solutions to some key challenges that our organisations are facing. The hack is a fabulous inclusive methodology that enables us to co-create whilst taking into account the broadest range of perspectives possible. It’s not enough for us to think about public services without talking to our communities. So, we are really delighted to be working with local community groups to help us develop our thinking on Tomorrow’s World: Purposeful work and lives	Trafford Suite
15.00- 16.00	Conference registration and networking			
16:00 – 17.00	Conference opening key note	Professor Michael West	To kick off our conference we will be hearing from Professor Michael West a Senior Fellow at the King’s Fund, London and Professor of Organizational Psychology at Lancaster University Management School.	
17.15 – 17.45	AGM	PPMA President	PPMA AGM for all members wishing to participate	
18.30 - onwards	Pre conference Social Event	All	Conference delegates, sponsors and partners are all welcome to join us for a fun evening of food, networking and a bit of competition at The Flight Club Manchester .	

Day 2 – Conference programme

Time	Session	Speaker	Title	Location
08.00 – 09.45	Conference Registration & Networking			Reception
09:45 – 10:00	President’s Welcome			
10.00 – 11.00	Keynote	Max McKeown	<p>Max is a visionary behavioural strategist, scientists and author of numerous books. In keeping with our conference theme, Max is going to share with us his thinking on how we can shape and create our futures.</p> <p>In pioneering the concept of being #Nowist, we can learn how to make decisions that help both now and in the future – an essential combination for public services. #Nowist HR & OD professionals can fundamentally enable their organisations to move from decision to action, keeping moving without being weighed down by fear of failure, indecision through uncertainty and ambiguity, unrealistic expectations and so on. Living in the #NOW can help us create the space to proactively leap into better, faster decisions that will enable us to live more purposeful work and lives. Harnessing this energy is a powerful motivator for creating amazing future workplaces.</p>	
11.00 – 11.30	Mid morning break & Sponsor Networking			Exhibition Space
11.30 – 12.30	Let’s Talk Fringe sessions	<p>Mark Hashimi</p> <p>Andy Dolby</p> <p>Chris Naylor</p>	<ul style="list-style-type: none">Let’s Talk: Wellbeing – Mental Wellbeing across the generations.We’re delighted to welcome Mark Hashimi from Mind to his first PPMA conference. The mental health and wellbeing needs of our workforce will change over time, sometimes in relation to life events as well as work experiences. Mark, as a hugely experienced senior leader, counsellor and psychotherapist will be talking to us about how we can support and encourage great mental health across the different generations. We'll also be considering what are the best ways to support mental wellbeing, particularly in a digital age.Let’s Talk: Digital – Human to HybridHow we harness and interact with technology and data will be key to how effective we will be in addressing, anticipating and shaping the challenges and opportunities our organisations will face. In this session, Andy Dolby from Capita, will be sharing insights from Human to Hybrid, a critical piece of research Capita has undertaken. Data and insight is both art and science. Understanding what data we need to capture and how we do it is important, but just as crucial is being able to draw insights that will help is make more unformed, richer decisions about our workforces. And better decisions will ensure we deliver the most effective services we can to our citizens.Let’s Talk: Developing our Organisations – Delivering future services now – local public service leadership at it’s bestWhilst Conference 2020 is focused on the future, we’re keen to celebrate the fabulous organisations who have already profoundly transformed themselves, Building, sustaining and ensuring the delivery of brilliant local public services is no mean feat. And of course local public services is about much more than local government. Working across health, blue light, criminal justice and other central government agencies is a fundamental requirement for delivering joined up services. We'll be hearing from the Chief Executive and HR Director of an award winning Local Authority and learning from their experiences. This example, together with our main stage speakers will inspire and excite us to build Tomorrow’s World.	Breakouts
12.30 – 14.00	Networking Lunch and Sponsor Exhibition			Exhibition Space
14.00 – 15.00	‘What can HR to do support’ Fringe sessions	<p>Nick Heckscher</p> <p>Suzanna Anslow & Tom Elliot Chaired by Sam Anthony</p> <p>To be confirmed</p>	<p>Following conference 2019’s hugely successful social issues series of fringe sessions, Conference 2020 is shining a light on 3 issues that the PPMA community will need to support.</p> <ul style="list-style-type: none">Neurodiversity – the power of differenceCurrently It is estimated that around 1 in 6 people in the UK are in some way neurodiverse - i.e. their brain functions, processes and learns information differently to the majority of us. What this means is that we probably all know, are related to, work with or deliver services to people that aren’t neurotypical! Neurodiversity includes dyslexia, autism, ADHD and more... Unfortunately workplaces and the recruitment processes that determine who can enter them are still largely designed by neurotypicals for neurotypicals. The NAS quote employment rates amongst autistic adults at a measly 16%! This interactive session will increase awareness of and empathy for those with autism, as well as actionable ideas to challenge the current situation which are transferable to other under-represented groups.The Transgender lived experienceWhilst our organisations are making real progress on all aspects of inclusion, there are still some topics that are very hard to tackle. The transgender lived experience is one of those. For this panel discussion, we are honoured that 2 transgender people have agreed to join us to share their stories. Tom and Suzanne will share their experiences and we know that these will touch your heart, challenge your thinking and provoke real change in how we support our organisations in welcoming and including the transgender community in all aspects of our workforce.Harnessing climate activism – corporate social responsibilityClimate change activism has an increasing role in public policy discussions. Climate change activism presents real questions in terms of how we frame and enact corporate social responsibility and volunteerism across public services. And as councils and other organisations increasingly develop proactive policies on climate change, this session is going to take a look at what role HR & OD might take in harnessing activism and ensuring it can deliver real and sustainable change.	Breakouts
15.00 – 16.00	Keynote	Victoria Tomlinson	<p>Tomorrow’s world – harnessing the wisdom, power and creativity of a multigenerational workforce.</p> <p>Victoria Tomlinson has had an award winning career in professional services and public relations. Moving through different stages of her life has driven her to think about an entirely new approach to retirement and how we harness the wisdom, passion, experience and capability of colleagues at the later stages of their careers.</p> <p>This main stage session will explore emerging ideas around unretirement and why we must think differently about a key part of our workforce. Our PPMA Multigenerational workforce research in 2018 showed that our older and more experienced workers have an enormous amount to offer our younger people. Organisations that succeed in the future will be those that understand the needs of different parts of their workforce and adapt and adopt new ways of working that allow all colleagues to make contributions that have a lasting impact on our citizens.</p>	Main Stage
16-00 -17.00	<u>Wellbeing zone:</u> Sound meditation and an opportunity for downtime to connect with colleagues, catch up with work emails etc			Exhibition Space
19.00 – 19-45	Evening drinks reception			
20.00 – 00.00	Awards evening and Gala dinner – hosted by the amazing Shonette Bason-Wood			

Day 3 – Conference programme

Time	Session	Speaker	Title	Location
08.00 – 09.00	Conference Registration & Networking			Reception
08.30- 09.30	ER and Legal Updates – Graham Mitchell & Frances Ross			Main Stage
	This year, we’re hosting our ER & legal update at a time when all delegates can attend. Whilst we cannot predict the outcome of the election, it may be the case that we now have a more tangible understanding about the impact that Brexit will have on our employment law landscape. This session is being delivered by Clyde and Co, new PPMA conference attendees. Their very engaging approach to all things legal will keep you interested, engaged and informed.			
09.30 – 10.30	Keynote	Clive Swan & Kerry Nutley	<p>Tomorrow’s world - what more will technology deliver?</p> <p>We’re delighted to welcome Clive Swan Senior Vice President, Applications Development and Kerry Nutley UK & Ireland Strategy Director and Human Capital Management from Oracle. To help us take an even more interesting journey and insight into what tech leaders are thinking about when it comes to future tech.</p> <p>How we harness it as HR & OD professionals is just as important as what our ICT colleagues do. Leveraging developments in neural networks, artificial intelligence, nanotechnology, robotics - and things that we don’t yet know about – is going to be fundamentally influence how we design and deliver public services. Clive offers conference delegates world class insight and experience. This session will be a treat.</p>	Main Stage
10.30 – 11.00	Coffee & Sponsor Networking			Exhibition Space
11.00 – 12.00	Fringe sessions	<p>Helena Clayton</p> <p>To be confirmed</p> <p>To be confirmed</p>	<ul style="list-style-type: none">Let’s Talk: Leadership – What’s love got to do with it <p>Helena Clayton has been researching and writing about love in leadership for some time and has some fascinating findings and interesting things to say. The role that love plays in organisations might sound a bit ‘out there’ but Helena will challenge us to think differently. This provocative and practical session will explore how love is what we need for the tough times facing us in organisations and in the wider world, and what this means for HR and OD. We know you will love this session.</p> <ul style="list-style-type: none">Populism & the role of HR <ul style="list-style-type: none">Delivering whole system transformations – Greater Manchester Health and Social Care Partnership <p>One of the most challenging conundrums of recent years has been cracking integration between the NHS, Local Government and other bodies. Being in Manchester affords a great opportunity to hear directly about how DevoManc has developed. It will take a look at what has worked, what needs to change and what other parts of the country can learn from an initiative which is truly changing the landscape of local public services.</p>	Breakout
12.00 – 13.00	Closing Keynote	Megan Reitz	<p>Tomorrow’s World: Speaking Truth to Power</p> <p>Silence costs careers, reputations and in some cases lives. It also means so many ideas never see the light of day. Counter to common perceptions, Megan’s research shows how speaking up is more than a simple question of individual courage; speaking truth to power should be understood as relational and systemic. <i>Listening up</i> is as important, if not more important, than speaking up – and we need to consider and disrupt how we construct power and status. Megan will ask you to consider your own ‘conversational habits’ of speaking and listening and will explain how the TRUTH framework she has developed can change conversations, relationships and performance. She provides advice for those who want to speak up more effectively and explains how leaders can create an environment that is conducive to open dialogue.</p> <p>Megan is on the Thinkers50 radar of global business thinkers and is ranked in HR Magazine’s Most Influential Thinkers listing. She has presented her research to audiences throughout the world and is the author of <i>Dialogue in Organizations</i> and <i>Mind Time</i>. Her new book, with Financial Times Publishing, is called <i>Speak Up</i>.</p>	Main Stage
13.00 – 13.15	Conference close	PPMA President	#PPMAHR21 Venue and Dates	
13:15	Goodbyes and delegate lunch bags			