



# hr&od ▶▶

**For future oriented, forward thinking professionals**

Peer into the Future programme overview 2021

## Welcome to Peer into the Future

Designed by PPMA and supported by experts in their fields, this modular, strategic programme is a combination of theory, leading practice and real-world practical inputs from senior leaders across private and public sector organisations.

This programme reflects PPMA's passionate desire to stretch and develop HR & OD professionals. Our organisations need future oriented, forward thinking professionals – those who can both think outside the box, and especially don't see a box at all. In this way we see HR & OD people as business leaders whose expertise happens to be in workforce related matters and enables business to innovate and transform.

Peer into the Future provides you with an opportunity to take time out from day to day business to reflect on the key business and workforce issues of the day; and share, learn and develop with colleagues.

Participating will enable you to enhance your personal leadership and professional skills as well as extending your professional network.

## Who is the programme for?

If you are a current or aspiring HR & OD professional, operating strategically within your organisation or you are aspiring to operate at Director level, then this programme is for you.

## Where is the programme held?

Peer into the Future modules will be delivered either virtually or in locations that best suits the needs of the cohort. We will determine the finer details closer to the time reflecting the latest government and local guidance relating to COVID -19.

## Programme objectives

This programme will develop your understanding of how HR/OD needs to maximise its contribution to the overall success of your organisation and public service as a whole. Specifically it will enable you to:

- Gain a deep appreciation of holistic and compassionate leadership, and the significance and impact of self-care for leaders.
- Take a deep dive into your self-awareness and how this impacts on others perception of you, your own self-confidence, and your performance and impact.
- Build your own personal and professional brand, and understand how that will support your effectiveness in your organisations
- Can confidently define and assess the impact of HR & OD on our organisations through lived experience as well as 'numbers'.
- Develop your cohort networks and be part of a national Peer Alumni community.

Peer is a fully interactive programme focused on **doing** as well as **theory**. It's an important combination – understanding how to apply learning in organisations that are often messy, changeable and ambiguous is a significant skill.

## Programme structure

Delivered in 6 one-day modules, participants are encouraged and expected to take an active role in their learning and sharing experiences with cohort colleagues. There will be light preparation between modules.

The first module sets the direction of travel for personal and cohort development. This enables the cohort to accelerate their learning through the shared experience of each other's work priorities and organisational challenges.

# Programme structure

Programme designed by  ppma  
PUBLIC SERVICE PEOPLE  
MANAGERS' ASSOCIATION



## module 1

February 2021

**Scope**  
Brand You

**Challenge**  
HR & OD as  
corporate leaders

**Content**  
Programme introduction

CARI and 360  
questionnaires

Personal impact

The self aware strategic  
HR & OD leader

Career planning

Role models in  
action



## module 2

March 2021

**Scope**  
Holistic & Engaging  
Leadership

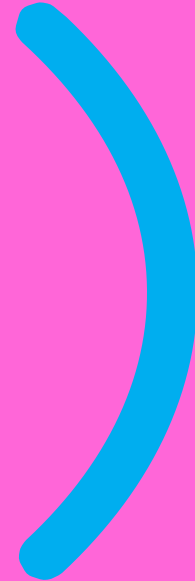
**Challenge**  
HR & OD as leadership  
role models

**Content**  
Engaging  
leadership theory

Engaging leadership  
efficacy

Comparison against  
other leadership models

Leadership in practice  
across public services



## module 3

April 2021

**Scope**  
Compassionate  
Leadership and self-  
compassion

**Challenge**  
HR & OD as the  
promoters and role  
models of compassion

**Content**  
Understand what is  
meant by  
compassionate  
leadership

How we can deploy  
compassion to influence  
positive organisational  
culture

The impact of compassion  
on wellbeing performance  
and productivity

Harnessing compassionate  
teams to encourage  
innovation and creativity



## module 4

May 2021

**Scope**  
The power of technology to  
transform and innovate

**Challenge**  
HR & OD as digital  
leaders and innovators

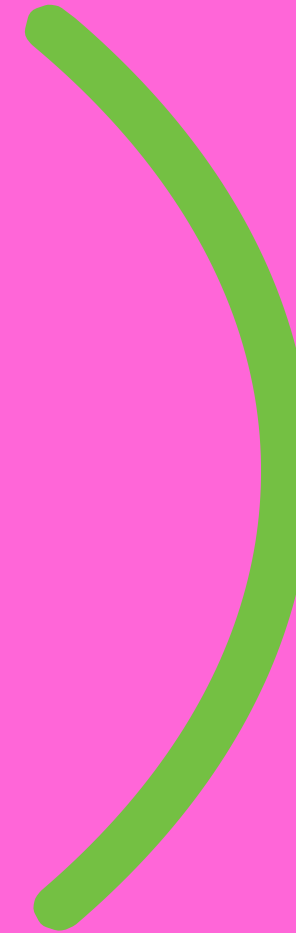
**Content**  
Full spectrum  
technology

What role HR?

The ethics of AI

Technology as cultural  
change enabler

Imagining the future



## module 5

June 2021

**Scope**  
Evidence and impact

**Challenge**  
HR & OD as impact  
experts

**Content**

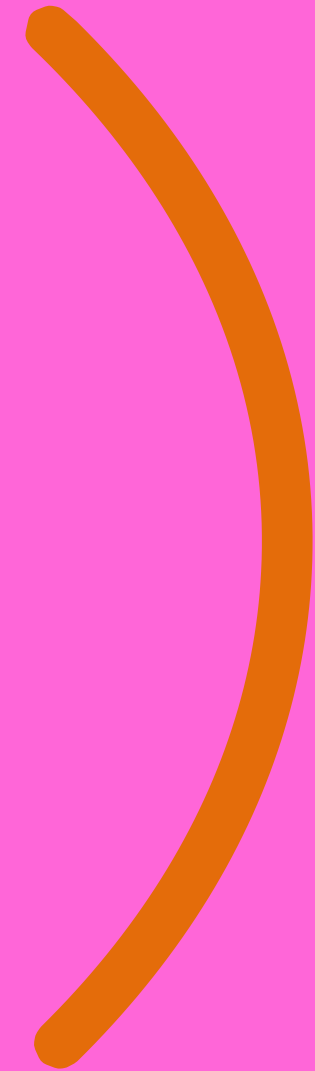
Making the case for HR  
& OD budgets

Defining effective HR &  
OD outcomes

Translating data into  
insight and intelligence

Using evidence to align  
strategy and business  
priorities

Interpreting research



## module 6

July 2021

**Scope**  
Graduation and Peer  
of the Year

**Challenge**  
Becoming the  
complete professional

**Content**  
Programme reflection

Action Learning Set  
creation

Peer of the Year – legacy  
statement and presentation

**LOCATION:**

To be agreed

## Professional development tools

As part of the programme, two weeks before the programme starts you will complete an online CARI™ wellbeing questionnaire and the Real World Group 360 leadership tool.

These assessments will be used during the Peer programme

### Price (+VAT)

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£1750 member

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£2000 non-member

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Location will be determined depending on the rules governing COVID-19 and may change over the time of the programme. Should we be able to meet in person, travel and accommodation is not included in the above but your 360 Leadership tool is.

### How to apply

We look forward to hearing from you. If you are interested in this fantastic programme, please complete your application form [here](#), which you can send back to [executivedirector@ppma.org.uk](mailto:executivedirector@ppma.org.uk)

### Post Programme Support

Post programme coaching can be provided on request. Please contact [executivedirector@ppma.org.uk](mailto:executivedirector@ppma.org.uk) for more information.



To find out more, please contact  
Leatham Green via  
[executivedirector@ppma.org.uk](mailto:executivedirector@ppma.org.uk)

[www.ppma.org.uk/peerintothefuture](http://www.ppma.org.uk/peerintothefuture)



This year we awarded the title of Peer of the Year to two outstanding HR/OD professionals who we see as brilliant role models for our profession. Emily Drake, Tameside Council and Shawna Gleeson, Manchester City Council are destined for even greater successes in their careers. Shawna has shared her thoughts about the Peer programme on the video and Emily shares her reflections below.

*"A year ago my manager and I agreed that I was ready to start to thinking about climbing the HROD career ladder I enrolled on PPMA's 'Peer into the Future' course. At that time I had no idea of the impact this course would have on me as an individual and professional.*

*The course gave that all important thinking time that we all struggle to find in our busy working lives. It gave me the chance to reflect on myself, where I am, what I want to achieve and the leader I want to be. I was challenged to think about exciting and upcoming concepts in the HR and OD world from unconscious bias to compassionate leadership. I even had an afternoon with the leading HR and OD professor Beverly Alimo-Metcalfe whose text book I quoted during my CIPD studies and was she inspiring!*

*In only 12 months, Peer has empowered me to put myself forward for new opportunities in the HR and OD space. I've developed as an individual and I hope my organisation is benefitting from my renewed energy and passion that Peer has re-ignited. I'm feeling excited and positive about the future. It's not surprising this has rubbed off considering the people that surround you in PPMA.*

*My fellow Peers will be a network that I know will provide help and advice long into the future and I'll be forever grateful for the faith and support of everyone I have had the pleasure of meeting.*

*So if you are ready take the next step to HROD Director level and looking for a course to help you achieve your potential ,Peer into the Future is definitely the one for you!"*  
Emily Drake, Tameside Council



Shawna Gleeson,  
Manchester City Council