



# PPMA Excellence in People Management Awards 2022

## Judges Biographies

PPMA EXCELLENCE IN PEOPLE MANAGEMENT A  
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 2<sup>nd</sup> February 2022**

**Our shortlisting announcement is being held on Wednesday 16<sup>th</sup> February**

**Winners will be announced at our Annual Conference at The Midland Hotel Manchester 28th April 2022**



## **Introducing you to our judges**

We are delighted with the new faces joining the judging process this year along with some of our 2021 judges returning for this years process.

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



# Judges Biographies

## **Juliette Alban-Metcalf** **Chief Executive, Real World Group**

Juliette is a Chartered Occupational Psychologist and CEO of Real World Group (a University of Leeds spin-out company). She has helped establish Real World Group's assessments of Engaging Transformational Leadership, based on uniquely proven research involving tens of thousands of people globally. She consults up to Board level with organisations worldwide. Juliette has authored a number of articles in practitioner and peer-reviewed journals, as well as book chapters on leadership, teamworking and diversity & inclusion. She is currently undertaking a doctorate exploring effective leadership of hybrid teams.



## **Samantha Betts** **Assistant Director Human Resources & Organisational Development, Salford City Council and joint PPMA Vice President**

I came to work in Salford over 20 years ago straight after graduating from Salford University and never left – that's what Salford does to you! During that time I've held various HR & OD roles working across the range of service directorates, schools and with partner organisations before my appointment as the Assistant Director for HR & OD in 2015.

Salford is people centred and values based which aligns with my strong personal view that organisations only exist because of people – the single most important part of any organisation are people! As a HR & OD practitioner I've worked across the full range of HR & OD disciplines, and lead the development and delivery of our workforce development strategies and activities to support public service reform, transformation and service redesign across the city – leading the way to make Salford a great place to work. I'm passionate about co-design with people and also naturally curious so I don't think you should ever stop listening, learning, sharing ideas and new ways of doing things.

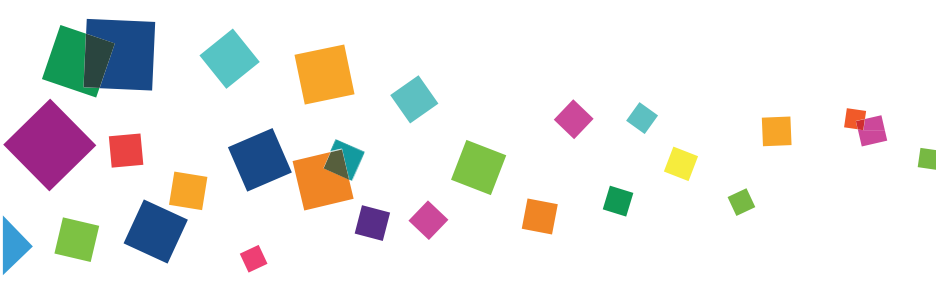
I love leading a creative and responsive HR & OD service and have a clear ambition for the service to be positioned as a next generation HR & OD function – developing HR & OD innovative practice at a corporate level to drive change, improvement and support the transformation of public services.

"Innovation is a team sport" which is why we've worked hard to develop the right culture, leadership and behavior's to support new ways of working #squads!





# Judges Biographies



## **Julie Biggs** **PPMA SW Regional Chair**

Julie has broad experience as a Director leading large dispersed teams delivering services to a variety of clients combined with experience of multi-agency partnerships. She understands the demands, complexity and uncertainty that leadership and transformation entails.

As a highly experienced HR Business Leader, Julie has led the full range of HR & OD service delivery including shared services with IBM. Alongside this, she has led several major transformation & change programmes across and within a wide range of organisations.

As a certified and very experienced Coach, Julie has undertaken coaching at executive, individual and team level for over a decade in the areas of enhancing business and individual performance, senior leadership & executive development, team development, transformation and improving relationships.

Julie's voluntary roles include being a Trustee/Non-Executive Director for a charity and a Board member for the Public Services People Managers Association (PPMA).

Julie has a Master of Arts Degree in Human Resources and is a Fellow of the Chartered Institute of Personnel & Development. She is a qualified Coach, an NLP Master Practitioner and a member of the Association of Coaching.

## **Swati Bisht-Rawat** **Head of Talent, Performance and Innovation,** **Westminster City Council & PPMA Peer into the Future** **winner 2021**

Peer of the Year 2021 Swati Bisht-Rawat is an HR and OD leader with extensive experience in both public and commercial organisations.

Energetic, innovative and entrepreneurial in her approach, Swati brings an air of infectious positivity to all who work with her. This comes from a belief that HR and OD can play a major role not only in fulfilling the organisational vision, but also ensuring that through human-centric initiatives, our people are developed, they enjoy a work/life balance and that mutual benefit follows.

Swati currently leads on Talent Development at Westminster City Council.



# Judges Biographies



## **Tracy Brennand** **Assistant Director of HR/OD, Tameside Council and joint PPMA Vice President**

Tracy has been a PPMA board member since our restructure in 2018 as joint Northern regional chair.

Professionally Tracy has been Assistant director of HR/OD for Tameside Council for 10 years.



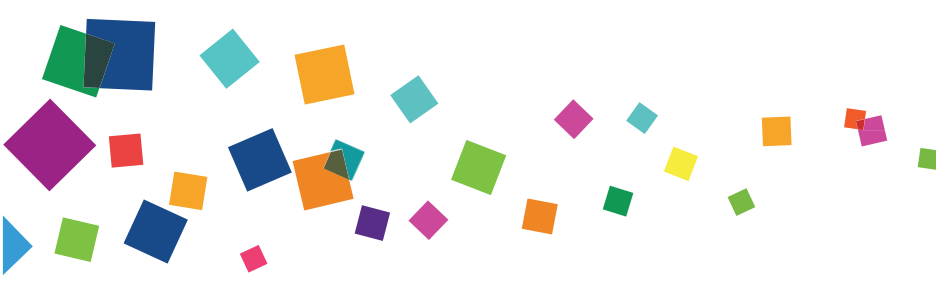
## **Mike Burton** **Editorial Director of The MJ**

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.





# Judges Biographies

## **Naomi Cooke** **Head of Workforce, LGA**

Experienced Negotiator and Policy Professional with a demonstrated history of working in industrial relations, pensions and public sector industries. Skilled in Individual Representation and Collective Bargaining; Pension Provision and Regulation; Team Leadership; Media Relations; and Public Speaking.



## **Steve Davies** **Head of Workforce, London Regional Employers & PPMA President 2020**

Steve has been a member of the PPMA since the early 2000's and became the Chair for London in 2013. He was a key member of the PPMA board for many years and took on the roles of Treasurer and Secretary in 2016. He was Vice President for the regions in 2018 to 2019.

Steve is a highly respected and experienced HR Director, having worked across a number of London Boroughs. Steve is now the Head of Regional Employers for London Councils where he acts as the Strategic workforce lead for London Councils, supporting London Boroughs to improve London's public services across the capital through delivery, commissioning, management, transformation and innovation. He has worked for London boroughs in HR all his career and held senior HR positions for many years including director level HR management positions in two London boroughs.





# Judges Biographies

## **Andy Dodman**

**Chief Officer Human Resources, Leeds City Council &  
Joint PPMA Vice President**

Andy has been Chief HR Office at Leeds City Council since September 2019, he moved into local government from a successful career at The University of Sheffield. Andy is a strategic and HR Leader with a demonstrated history of working in large complex organisations. Skilled in business planning, culture change, talent & performance management and strategic & OD leadership, Andy is a nationally acclaimed and multi award winning H R practitioner. Graduate of the universities of Leeds and Bath, Andy loves running, tolerates cycling, struggles with swimming!



## **Sonia Grewal**

**Director of HR & OD, Swindon Borough Council &  
Joint PPMA Vice President**

Sonia has been a member of the PPMA for a few years and was Vice Chair of the South West PPMA Region as well as the Peer into the Future winner for 2017.

Sonia's professional role is Director of HR & OD, Swindon Borough Council

She is a senior HR Professional with a strong track record in strategic organisational development, design and performance improvement, change management, leadership, stakeholder engagement, employee relations and workforce planning and acts as a champion for driving the success and profile of the HR industry within public service.



# Judges Biographies

## **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.



## **Nichola Mann**

**Corporate Manager – Human Resources, Brentwood Borough Council & PPMA Winner 2020 of the Partnership / Collaboration Award & Gold Award HR Manager, Brentwood District Council**

Nichola is currently the Corporate Manager – Human Resources at Brentwood Borough Council. She started her HR career on a youth trainee apprenticeship scheme at the London Borough of Newham, where she took on a number of different HR roles, moving on to Basildon Borough Council and then taking up her most recent position in April 2020. She has worked within the public sector for 28 years leading on a range of areas. Since then she has held a range of roles areas including Operational Services, Workforce Change and Business Partnering. Nichola now manages a very small HR team leading on a number of corporate and cross organisational projects. Having been a winner this year she is now really excited to join our judging panel and cannot wait to see the talent in our sector.





# Judges Biographies

## **Gordon McFarlane**

**Assistant Director – Corporate Services,  
Leicestershire County Council & Joint PPMA Vice  
President**

I'm Gordon McFarlane, and I'm delighted to have joined the PPMA Board as a vice president. I've worked in HR for about 25 years and have experience of working in a number of different councils around the country. I'm currently an Assistant Director in Leicestershire County Council, and have been there for nearly 8 years. I've also been an active member of the County Council Heads of HR network with the PPMA since joining Leicestershire.



## **Rob Moss**

**Editor, Personnel 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.



# Judges Biographies

## **Sam Mowbray** **Chief Operating Officer, Swindon Council**

Sam is the Chief Operating Officer of Swindon Borough Council. Her role encompasses front and back office operations with services as varied as waste, parking, housing repairs, legal, HR/OD and IT.

She has had a varied career across the public, private and voluntary sectors spanning both enabling and operational functions.

Sam's been at Swindon since 2015 and has worked predominantly to a transformational agenda, leading large change programmes such as the Organisational Excellence programme from 2017-2019 which not only made significant savings but also delivered a significant shift forward in the Council's digital and cultural ambitions. Sam is currently the sponsor of the several key programmes of work in Swindon including an office optimisation programme aimed at improving the hybrid working conditions at Swindon's main site, the "At our Best" programme which is aiming to support staff to achieve their best endeavours through a consistent and methodical development approach and a whole council Pay and Reward review.

This is Sam's first time judging the PPMA awards and she can't wait to learn from all the inspiring entries.

## **Caroline Nugent** **Director of HR & OD at the Financial Ombudsman Service**

As part of the executive, Nugent is responsible ensuring the Financial Ombudsman Service manages its statutory role as well as personally leading the people and diversity and inclusion strategy throughout the organisation. The service has approx. 3500 employees and contingent workers. Nugent is also a NED and Trustee of the CIPD.

She is also a PPMA past president. With more than 30 years of experience in HR, Nugent understands the challenge of workforce and OD issues during significant organisational change.

She is a fellow of the CIPD with qualifications in HRM, executive coaching, EI, leadership mentoring, psychometrics and workplace and employment mediation.



# Judges Biographies



## **Paul O'Brien** Chief Executive of APSEP

Paul O'Brien is the Chief Executive of the Association for Public Service Excellence (APSE). Based in Manchester APSE has 250 local authorities in membership. He is the chair of APSE 2030 Commission in to the future of local government.

Paul is currently on the MHCLG working party writing the National Litter Strategy for England. He is also a member of the MHCLG Parks Action Group. He was the independent facilitator of the Northern Ireland Local Government Reform Joint Forum. He has represented APSE on the Scottish Executive Health and Physical Activity Council, the Office of the Deputy Prime Ministers, Strategic Partnership Taskforce, Trading and Charging working party and the Local Government Procurement Forum.

Paul was named in the LGC magazines 100 most influential in local government. He is a columnist with the MJ magazine and regular contributor to numerous local government publications. He was also a board member on the partnership which delivered the ODPM's National Councillor Mentoring Programme.

Paul was previously APSE's Principal Advisor (Scotland), and has over 30 year's experience in local government. He is a Fellow with the Royal Society of the Arts. He completed an MBA at Glasgow Caledonian University [po'brien@apse.org.uk](mailto:po'brien@apse.org.uk)

## **Barry Pirie** PPMA Sponsorships Manager

Barry first joined the PPMA Management Board in 2009 and has had a variety of roles including Southwest Regional Chair, Lead advisor on HR Transformation, Vice President 2014-15, and President 2015-16. Previously while in Scotland he was an active member of PPMA's sister organisation the Society of Personnel Directors Scotland (SPDS).

After many years as a Senior Leader of Human Resources and support functions including ICT, Customers Services, Commercial Services, Strategic Assets and Facilities Management. Business Services / Finance, and Registration Services Barry now operates as a Consultant within the Public, Local Government and Voluntary Sectors.

He continues to be passionate about the aims and values of PPMA and has recently returned to support the PPMA Senior Management Board as Sponsorship Manager.





# Judges Biographies

## **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.



## **Cath Shaw** **Deputy Chief Executive, London Borough of Barnet**

Cath commissions the Council's housing growth and regeneration programmes, delivering 27,000 new homes, as well as the economic development, planning and housing functions.

She is a Director of the Council's joint venture company with Argent Related to deliver a new town centre at Brent Cross Cricklewood. Cath joined Barnet in 2013 from Harlow Council where she was Assistant Chief Executive responsible for Growth and Regeneration. Prior to that she was a senior civil servant, undertaking a variety of roles including as Deputy Director of the Social Exclusion Unit responsible for children and young people's issues.





# Judges Biographies

## **Sue Williams**

**Independent HR Consultant, Organisational Change Specialist, Mediator & Coach, People Street Ltd**

Sue has over 20 years experience in Human Resources and OD, operating at Director level in Local Government, NHS and policing. She is a Fellow of the CIPD and a qualified mediator and coach. Having participated in the judging activity for Best Partnership Awards last year, Sue is excited to learn about all the amazing submissions in our Best Talent Programme award category and hoping to find another Gold Award Winner!

