



# hr&od ▶▶

**For future oriented, forward thinking professionals**

Peer into the Future programme overview 2022/23

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

## Where is the programme held?

The Peer into the Future modules will be delivered in-person for some and virtually for others.

## 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
- 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

28<sup>th</sup> September 2022

**Scope**  
Brand You

**Challenge**  
HR & OD as  
corporate leaders

**Content**  
Programme introduction

Personal impact  
The self aware strategic  
HR & OD leader  
Career planning  
Role models in  
action

**Location**  
Oracle City Office  
1 South Place, London  
EC2M 2RB



## module 2

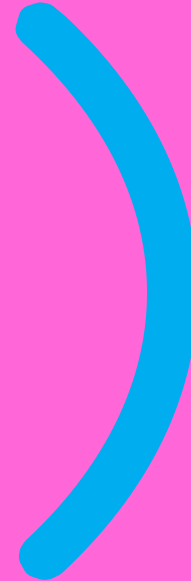
19<sup>th</sup> October 2022

**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

**Virtual Meeting**



## module 3

30<sup>th</sup> November 2022

**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

**Virtual Meeting**



## module 4

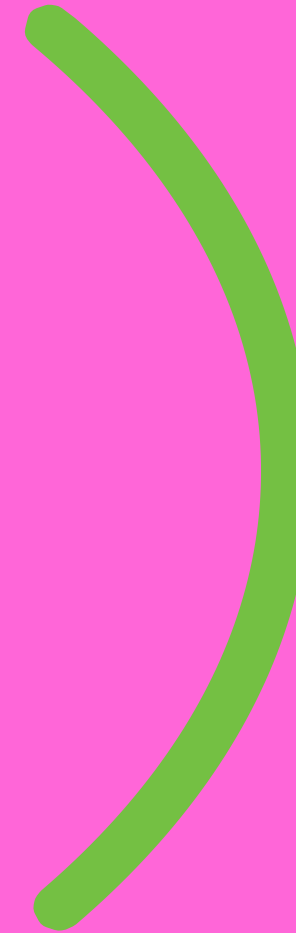
12<sup>th</sup> January 2023

**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

**Virtual Meeting**



## module 5

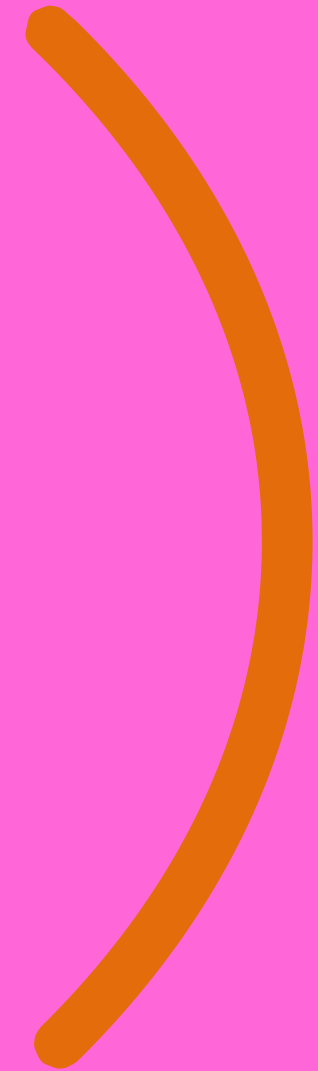
8<sup>th</sup> February 2023

**Scope**  
Evidence and impact

**Challenge**  
HR & OD as impact  
experts

**Content**  
Defining effective HR &  
OD outcomes  
Translating data into  
insight and intelligence  
Using evidence to align  
strategy and business  
priorities  
Interpreting research

**Virtual Meeting**



## module 6

8<sup>th</sup> March 2023

**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

**In-Person – venue  
tbc**

Please note that travel and accommodation is not included in the programme.

## Price (+VAT)

---

£1750 member

---

£2000 non-member

---

## How to apply

We look forward to hearing from you. If you are interested in this fantastic programme, please complete your application form [here](#), and send it to [admin@ppma.org.uk](mailto:admin@ppma.org.uk) by **Wednesday 10<sup>th</sup> August**

## Post Programme Support

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



---

To find out more, please contact  
Grace Ogden via [admin@ppma.org.uk](mailto:admin@ppma.org.uk)

