

hr&od ▶▶

**For future oriented, forward thinking
professionals**

Peer into the Future programme overview 2024/25

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 five modules in different locations and virtually for one module. It includes a two-day residential at Warwick Business School in October 2024.

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, engaging 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



module 1

12th September 2024

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

23rd October 2024

Scope

Holistic & Engaging Leadership

Challenge

HR & OD as leadership role models

Content

The impact of holistic and engaging leadership.
Building organisational and individual resilience.
Comparison against other leadership models.
Leadership in practice across public services.

Location

Residential overnight
Radcliffe University of
Warwick, Scarman Rd,
Coventry CV4 7SH



module 3

24th October 2024

Scope

Evidence and Impact

Challenge

HR & OD as impact experts

Content

Translating data into insight and intelligence.
Using evidence to align strategy and business priorities.
Personal impact.

Location

Radcliffe University of
Warwick, Scarman Rd,
Coventry CV4 7SH



module 4

4th December 2024

Scope

The power of technology to transform and innovate

Challenge

HR & OD as digital leaders and innovators

Content

Technology as cultural change enabler. Imagining the future and the art of the possible in business transformation.

Location

Oracle City Office
1 South Place, London
EC2M 2RB



module 5

8th January 2025

Scope

Compassionate Leadership and Self-Compassion

Challenge

HR & OD as the promoters and role models of compassion

Content

The impact of compassionate leadership on wellbeing, performance, productivity, innovation and creativity.
How to influence positive organisational culture.
The importance of self-compassion.

Virtual



module 6

12th February 2025

Scope

Graduation and Peer of the Year

Challenge

Becoming the complete professional

Content

Programme reflection.
Next steps.
Peer of the Year – legacy statement and presentation.

Location

Adecco London
10 Bishops Square,
London E1 6EG

Please note that travel and accommodation is not included in the programme. Accommodation for the residential in October is included in the price.

Price (+VAT)

£1950	member
£2500	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 by **Monday 12th August**

Post Programme Support

Post programme coaching can be provided on request. Please contact admin@ppma.org.uk for more information.



To find out more, please contact
Grace Ogden via admin@ppma.org.uk

