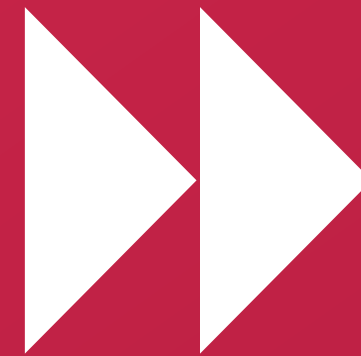


# HR & OD Professionals Peer into the Future



2025/26 Programme Overview

Empowering future-focused values-driven leaders in public sector



## Welcome to *Peer into the Future*

**Peer into the Future** is a flagship talent development programme designed by **PPMA** and supported by leading experts across sectors. This strategic, modular programme blends cutting-edge theory, best practice, and real-world insights from senior leaders in both the public and private sectors.

At its heart, the programme reflects PPMA's deep commitment to developing and stretching HR & OD professionals. We believe the future belongs to forward-thinking leaders those who not only think outside the box but often don't see a box at all.

We see HR & OD professionals not just as enablers, but as business leaders in their own right—leaders whose workforce expertise drives innovation and transformation.

**Peer into the Future** offers a valuable opportunity to step away from day-to-day pressures to reflect on critical workforce and organisational issues. It's a space to share experiences, learn from peers, and grow both professionally and personally.

### What you'll gain:

- ✓ Sharpened personal leadership and professional capabilities
- ✓ Deeper understanding of strategic workforce challenges
- ✓ A broader, richer professional network

### Who is the programme for?

If you are an HR or OD professional currently operating at a strategic level or aspire to move into a Director-level role this programme is for you.

### Programme Format & Location

The programme consists of **six modules five in-person** sessions hosted in various locations and **one virtual** session. It includes a two-day residential at **Warwick Business School** in **November 2025**

## Programme Objectives

This dynamic development programme enhances the strategic impact of HR and OD professionals in public service. It equips participants with the insight, skills, and confidence to lead with purpose and drive meaningful change across their organisations and the wider sector.

### Key Outcomes:

- **Leadership for Impact:** Develop compassionate, engaging leadership grounded in self-care and resilience.
- **Enhanced Self-Awareness:** Understand how your presence and behaviour shape confidence, performance, and perception.
- **Personal and Professional Branding:** Build a strong leadership brand to boost visibility, credibility, and influence.
- **Strategic HR & OD Impact:** Articulate the value of HR & OD using data, lived experience, and strategic insight.
- **Cohort and Peer Network** Join a national alumni community and grow through deep peer learning and support.

### Programme Design

Delivered across **six interactive, one-day** modules, including a two-day residential, the programme blends theory with practical application. Designed for leaders navigating complex, changing environments, it emphasises:

- Active participation and peer learning
- Practical tools and reflection between modules
- Real-time application to current organisational challenges

The journey begins with a foundation module focused on personal goals and shared cohort priorities setting the stage for accelerated, collaborative learning.

# Programme structure

Programme designed by



## module 1

9<sup>th</sup> October 2025

### 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

25<sup>th</sup> November 2025

### 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

26<sup>th</sup> November 2025

### 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

13<sup>th</sup> January 2026

### Scope

The power of digital to transform and innovate

### Challenge

HR & OD as digital leaders and innovators

### Content

Re-imagining the future and the art of the possible in business transformation.

### Location

Oracle City Office  
1 South Place, London  
EC2M 2RB



## module 5

4<sup>th</sup> February 2026

### 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

19<sup>th</sup> March 2026

### 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

Penna Office  
10 Bishops Square  
Spitalfields, London  
E1 6EG

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

## Price (+VAT)

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**£1950**    **PPMA Member**

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**£2500**    **Non PPMA Member**

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## How to apply

We're excited to hear from you! If you're interested in this fantastic programme, please complete the [application form here](#) and send it to [admin@ppma.org.uk](mailto:admin@ppma.org.uk) by **Thursday 18th September**.

If you'd like to find out more before applying, feel free to contact our Awards and Talent Programme Manager, **Julie Biggs**, at [julie.biggs@ppma.org.uk](mailto:julie.biggs@ppma.org.uk).

## 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.



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Find out more about past cohorts:

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

