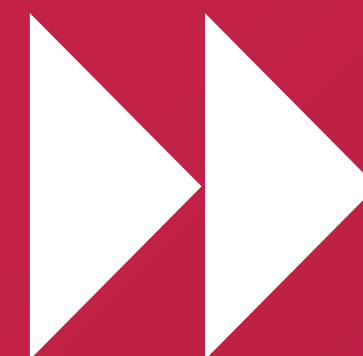




HR & OD Professionals Peer into the Future



2026/27 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 Conferences at the University of Warwick** in **November 2026**

In addition, you will be given the opportunity to:

- Undertake a transformational leadership questionnaire with 360 feedback
- Have a focused one-to-one conversation.

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

13th October 2026

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

11th November 2026

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

12th 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

January 2027

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

February 2027

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

March 2027

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
TBC

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)

£1950 **PPMA Member**

£2500 **Non PPMA Member**

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 by **Monday 14th 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.

Post Programme Support

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



Find out more about past cohorts:

www.ppma.org.uk

