

START	FINISH	SESSION
9:00	9:15	Presidents Welcome
9:15	10:00	Workforce Transformation & The Impact of Local Government Reform (LGR): Creating a New Council is a Legal Process - Creating a New Organisation is a People Process. Following the government's recent announcement of a comprehensive review and pause on current LGR plans, local authorities face an era of profound structural uncertainty. In this insightful Masterclass, Trudy Forster (Deputy Chief Executive, North Yorkshire Council and a Vice-President of the PPMA) shares crucial, practical lessons from North Yorkshire's own completed reorganisation. Explore how to successfully navigate workforce transformation, culture change, leadership, employee engagement, and organisational development—and how to effectively manage people through shifting national policy landscapes to ensure councils continue to effectively serve their communities.
10:00	10:25	Real Growth, Real Impact - From Application to PPMA National Award: Standout PPMA Talent Programme and Award winners share their journeys to national recognition. Discover award winning practice in action in this virtual fireside chat. The critical workforce insights they gained, how they navigated the path to success, and how to use their blueprints to drive real impact in your own organisations.
10:25	10:45	Break
10:45	11:30	Emotional Intelligence: Managing Wellbeing and Resilience in Times of Change and Challenge: Join Gayle Hudson from The Staff College for an insightful session exploring the power of emotional intelligence in building healthier, more resilient workplaces. In a world of increasing pressure, complexity and constant change, understanding how we recognise, manage and respond to emotions has never been more important. Discover how emotional intelligence can help you navigate challenging situations, strengthen workplace relationships and support both individual and organisational resilience. This session will explore how greater emotional awareness can help create positive workplace cultures where people feel supported, connected and better equipped to thrive through change.
11:30	12:15	Digital Technology & Change - Your Digital Strategy and Ethical AI: Join the Socitm Digital Masterclass with Sam Smith and discover how to navigate the rapid rise of automation and implement the critical ethical guardrails needed when introducing AI to your HR frameworks. This high-impact session reveals the realities of accountability, budgeting, and vital insights into exactly who answers if AI gets it wrong? This session will conclude with a live 10-minute Q&A to answer your key questions.
12:15	13:00	Lunch
13:00	14:00	The EHRC's Updated 2026 EHRC Services Code in Practice - Navigating The Services Code in the Public Sector: The EHRC's updated statutory Code of Practice is officially in force, marking the biggest shake-up to equality guidance in 15 years. Join for a high-impact legal breakdown of what the new rules mean for your organisation from Sean Hick Partner at Capsticks. For public sector HR and OD leaders, attending this session is essential. Get the vital insights you need to confidently update your internal policies, diversity frameworks, and workplace facilities with an invaluable live 10-minute Q&A to get your compliance questions answered by the experts.
14:00	15:00	Turning Organisational Complexity into Impact - Leading Through Change: Why Political Astuteness is an essential tool for HR and OD - A Masterclass with Professor Jean Hartley: Join global expert Professor Jean Hartley for a fast-paced, practical masterclass on The 5 Dimensions of Political Astuteness. In this session you will discover how to confidently navigate complex political environments, build strategic influence, and drive positive organisational impact, even in highly volatile times.
15:00	15:50	The Commissioner's Lens: What Every HR Director Needs to Know About Corporate Failure and Recovery: When a local authority faces severe financial or governance failures, central government intervention changes the rules of engagement overnight. But what actually happens when The Commissioners move in, and how does the Human Resources and Organisational Development (HR&OD) landscape shift under statutory powers? In this session, Pam Parkes, Workforce Lead Commissioner, PPMA Past President, and Former Executive Director of People & Transformation at Essex County Council, steps behind the headline-grabbing crises to deliver this Masterclass, and the raw realities of council turnarounds. Crucially, drawing directly from her unique vantage point at the epicenter of major interventions, Pam will reveal the hidden workforce red flags every HR Director must spot to "commissioner-proof" their own council before a crisis hits.
15:50	16:00	Conference Close - Reflections and key messages