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Up to speed, up to date and up, up and away.

Peer into the future programme overview

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The programme is facilitated by the PPMA and Penna with real-world inputs in each module from a diverse range of experienced HR/OD Directors, Chief Executives and senior subject matter experts from multiple sectors. Their contributions will encourage the exchange of ideas and inspire fresh perspectives. We'll also provide time for you to network and share best practice in your organisations.

As a senior HR professional and leader finding the time to “Peer into the Future” and consider the implications for your organisation, its partners and trading arms can be difficult. There is always something that needs to be done, meetings to attend and deadlines to meet. All too often, thinking space gets filled with “doing”.

Peer into the Future has been designed to give you the opportunity to reflect on the key strategic workforce issues for the sector, its partners and trading arms and provides the opportunity to grow your personal leadership and professional skills.

programme aims

The programme will help you to gain a greater understanding of how HR/OD can maximise its contribution to the overall success of your organisation and the sector and will enable you to:

- **Boost your confidence to be an effective voice in senior leadership debates, offering strategies that align to business priorities.**
- **Consider future models of service delivery; joint ventures, shared arrangements, mutuals and new companies.**
- **Showcase innovative practice and debate the differing approaches to managing change across the sector.**
- **Understand the behaviours, skills and competences required by senior HR leaders in delivering HR/OD in the future.**
- **Build a network of peers for sharing practice and current challenges.**
- **Be part of the Alumni to continue the good practice insights.**


The fully interactive programme focuses on reality rather than “spin”. Delivered in 7 one-day modules, the programme is run with interaction between participants as required. Participants are expected to try new approaches and share experience. Through active participation you will build a network of collective thought and energy. Upon completion you will access the Alumni of great HR/OD people which meets 3 times a year to share good practice insights.

At the end of the Cohort you will be invited to enter the **‘Peer of the Year’** award, to recognise your development and increased impact. This will be presented at the annual PPMA Conference in Newcastle.

who should participate?

Senior HR and OD professionals who are operating at a strategic level in their organisation and who are at, or aspire to be at, HR Director level. Participants must be able to influence strategy and practice and apply their learning in their own organisation and across the sector.

programme content

Programme designed by  Penna



module 1

Thursday 21st
September 2017

Theme

Self-Awareness

HR Challenges

The role of the
HR Director

Focus

Personal impact

Building and
deploying strengths

Personal HR
career planning

Wave and Hogan
results discussion

module 2

Thursday 19th
October 2017

Theme

Making a
strategic impact

HR Challenges

OD and Organisation
Change

Focus

HR with an
OD mindset

Effective future
workforce strategies

HR function strategy

Post-module
wine tasting

module 3

Thursday 16th
November 2017

Theme

Looking back from
the future

HR Challenges

HR challenges in
Local Government
and beyond

Focus

Understanding
future requirements

Identifying
opportunities

Building alliances
for future success

module 4

Thursday 7th
December 2017

Theme

Day of Reflection
and Sharing
Good Practice

HR Challenges

TBC

Focus

TBC

module 5

Thursday 8th
February 2018

Theme

Beyond sectors
- synergies and
differences

HR Challenges

HR in 'fast feedback,
high consequence'
environments

Focus

HR in a commercial
context

Innovation and
entrepreneurship

Aligning strategy
and priorities

module 6

Thursday 15th
March 2018

Theme

Integration across
the public sector

HR Challenges

Developing
and delivering
collaborative
HR strategies

Focus

HR in the NHS

Influencing and
collaboration

Mapping the system

module 7

Thursday 26th
April 2018

Theme

Bridge to
the future

HR Challenges

Developing personal
plans and strategies

Focus

Action learning

Networking

Review

Showcase Day

Thursday 7th
June 2018

Theme

Best practice in our sector

HR Challenges

HR in difficult times,
making it work

Focus

Learning by example

Changing your organisation
and making an impact

Peer of the Year Award

2017 Conference
Dates TBC

PPMA Conference

Newcastle

Psychometric Assessment

As part of the programme, in late August you will complete an online psychometric assessment aligned to the PPMA strategic HR/OD competencies.

You'll get a 1 hour validation session with one of the Penna psychologists – so a great way to reflect on your skills and develop areas ready to start the programme.

price (+VAT)

£1200 **member**

£1500 **non-member**

Travel and accommodation is not included in the above but your Wave and Hogan assessment is.

how to apply

Please complete your application form [here](#). You can also download a copy [here](#), which you can send back to peerintothefuture@penna.com before the end of July.



To find out more, please contact
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