

IMPROVING HEALTH
THROUGH PEOPLE.

HPMA LONDON ACADEMY CORE PROGRAMME 2023-24



INTRODUCTION TO OUR CORE PROGRAMME

We are delighted to introduce our core programme of online learning events for April 2023 to March 2024.

We invite you to use this programme to plan your own and your team's development for the year.

- Use this as part of your or your team's appraisal process and as part of your personal and professional development plan
- Share with colleagues to encourage them to develop their skills and take ownership for their career development

We aim to provide full details of each of the events in this programme 4 to 6 weeks before the session on email and on our [Eventbrite page](#)

WHAT IS THE HPMA?

The HPMA (Healthcare People Management Association) is a membership organisation that supports the networking and professional development of HR and OD practitioners in the UK health sector.

The HPMA is a charitable organisation and the HPMA London Academy is aligned to the London, South East and South Central regions of the country.

For more information, see the following links

[HPMA HOMEPAGE](#)

[HPMA LONDON BRANCH
PAGE](#)



DEVELOPING OUR CORE PROGRAMME 2023/24

We have used the priorities laid out in the NHS People Plan, the People Promise and the NHS HR and OD vision (as set out visually on the following page) as guiding information in determining the key learning themes we offer in our programme this year.

We also undertook a detailed learning needs analysis to ensure that our core programme is relevant, high quality and incorporates sufficient stretch and challenge. We have heard from you about your current challenges and priorities and have used this to determine the key skills, competencies, knowledge and behaviours we will address in our learning events.

All the sessions and dates in this programme are provisional until the full details have been advertised and listed on Eventbrite. We may also be adding further sessions to the programme throughout the year so make sure you're getting regular weekly emails from Lorna Reeves lorna.reeves@gstt.nhs.uk

Please also note that there are limited spaces on many of our sessions so do book early and note that we have a cancellation fee of £100 to ensure our programme is sustainable.

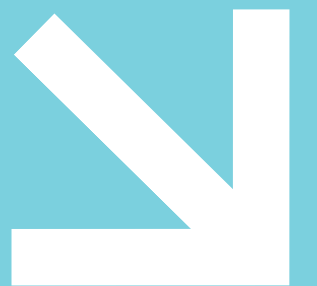


People Plan, People Promise and NHS HR and OD vision



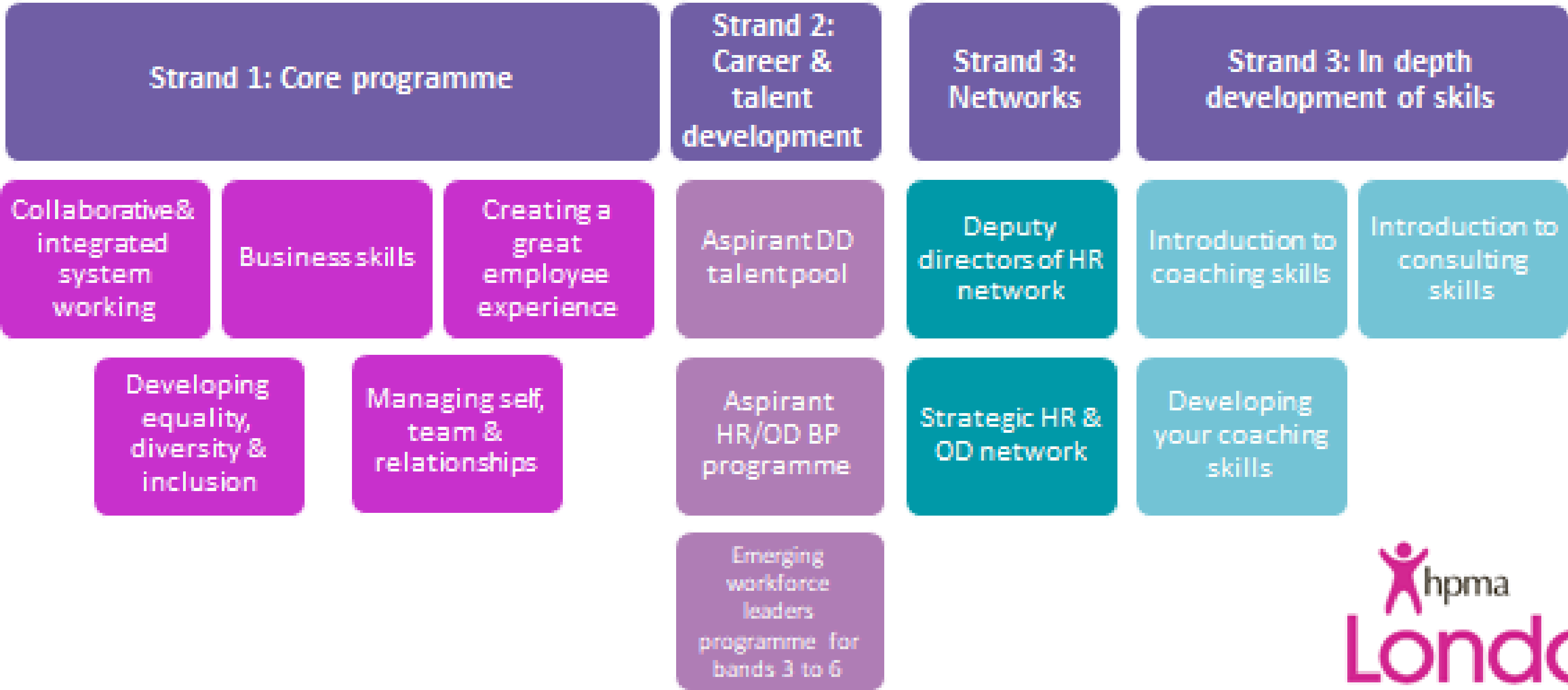
DEVELOPING A COLLABORATIVE AND INCLUSIVE PEOPLE PROFESSION TO DELIVER INTEGRATED HEALTH & CARE

This 2023/ 24 programme will be made up of the following



HPMA LONDON ACADEMY PROGRAMME 23/ 24

Developing a collaborative & inclusive people profession to deliver integrated care



COLLABORATIVE & INCLUSIVE SYSTEM WORKING

This theme is about supporting you to lead improvement, change and innovation at system and organisation levels in order to deliver integrated health and care. We have identified a range of development sessions to equip you with the skills, knowledge and behaviours to deliver people solutions.

COLLABORATIVE & INCLUSIVE SYSTEM WORKING FOR SENIOR HR & OD PRACTITIONERS

Strand sub title	Title of session	Date	Provider
OD skills series	Intro to OD theory & practice for non OD	25 July 2023	Anna Herko
OD skills series	OD contracting skills	19 Sept 2023	Anna Herko
OD skills series	OD diagnostic skills	18 Oct 2023	Anna Herko
OD skills series	OD interventions	15 Nov 2023	Anna Herko
OD skills series	OD evaluation skills	13 Dec 2023	Anna Herko
OD skills series	Org design	Feb 2024 tbc	Tricordent
OD skills series	Managing change	22 June 2023	Core Leaders



COLLABORATIVE & INCLUSIVE SYSTEM WORKING FOR SENIOR HR & OD PRACTITIONERS

THEME 1

Title of session	Date	Provider
Service improvement	Aug 2023 tbc	Nzinga Orgill
Intro to succession planning & talent management across the system	27-Apr-23	DelveOD
Collaborative leadership	12-Mar-24	Core Leaders
Developing a people strategy & plan	26-Mar-24	DelveOD
Distributed leadership	19-Mar-24	Dr Eden Charles



COLLABORATIVE & INCLUSIVE SYSTEM WORKING

THEME 1

FOR SENIOR HR & OD PRACTITIONERS

Strand sub title	Title of session	Date	Provider
Digitisation series	Digitising for more effective people functions	11 May 2023	Stories Matter
Digitisation series	What is Digital Health and Social Care, how is it changing how we work?	23 June 2023	Tricordent
Digitisation series	Digitisation of roles - transformation of the NHS & ICS landsca#	21 July 2023	Tricordent
Digitisation series	Digitisation of roles - the impact on Organisational Design & Development Approaches	8 Aug 2023	Tricordent



BUSINESS SKILLS

This theme is about providing you with the skills to support the business in delivering health and care.

With Paul Miller's session, we will invite you to sign up for all of them as a mini-programme or just choose one or two..

BUSINESS SKILLS

AIMED AT ALL HR & OD PRACTITIONERS

THEME 1

Title of session	Date	Provider
Report writing	4 Sept 2023	Paul Miller
Project management	8 Nov 2023	Paul Miller
Supplier & contract management	17 Jan 2024	Paul Miller
Financial acumen for HR professionals	7 March 2024	Paul Miller
Maximising people analytics	6 Feb 2024	Anna Herko
HR as an enabling function	19 October 2023	Linda Gent



CREATING A GREAT EMPLOYEE EXPERIENCE

This theme is about supporting you with the skills, knowledge and behaviors to develop cultures, structures and practices to provide the best employee experience.



CREATING A GREAT EMPLOYEE EXPERIENCE

AIMED AT ALL HR & OD PRACTITIONERS

Title of session	Date	Provider
Culture change	28 Sept 2023	Dr Eden Charles
Culture change	6 Dec 2023	Sarah Holden
Just Culture	13 March 2024	TCM
Developing compassionate leadership	7 Nov 2023	Eden Charles
Workplace Bullying and Harassment - Behaviour Busting Masterclass	11 Oct 2023	Behaviour Garage
Working with teams in conflict	18 April 2023	Nicole Eisele



DEVELOPING EQUALITY, DIVERSITY & INCLUSION

This theme focuses on supporting you to become more aware of the different experiences of our diverse workforce and to develop the mindset and behaviours to enable everyone in the NHS to feel a sense of 'belonging' and to feel valued at work.

BELONGING
INCLUSION
DIVERSITY
EQUITY

DEVELOPING EQUALITY, DIVERSITY & INCLUSION

AIMED AT ALL HR & OD PRACTITIONERS

Title of session	Date	Provider
Embracing Neurodiversity: An introduction	4 July 2023	Differing Minds
Embracing neurodivergent recruitment: How to make your recruitment neuroinclusive	8 Aug 2023	Differing Minds
Disability diversity & inclusion	10 Jan 2024	Great Minds Don't
A to T of LGBT+	21 Feb 2024	Your D&I
Transgender awareness	May 2023 tbc	Your D&I
Allyship & sponsorship	8 June 2023	Core Leaders

DEVELOPING EQUALITY, DIVERSITY & INCLUSION

THEME 4

Title of session	Date	Provider
Racism & intersectionality	20 April 2023	Hari Sewell
Delivering fair & transparent HR & OD services with focus on recruitment	13 June 2023	Hari Sewell
More sessions on racism and anti racism tbc	tbc	tbc
Delivering equality, diversity and inclusion	5 July 2023	Coaching Bow
Legal session - Gender identity/Gender critical beliefs	12 April 2023	Hill Dickinson
Legal session - Positive action – ways of achieving a more diverse workforce within the law	Feb 2024 tbc	DACB
Legal session - Neurodiversity in the workplace	April/May tbc	DACB

MANAGING SELF, TEAM & RELATIONSHIPS

This theme is about supporting you to develop wellbeing, resilience, personal impact, presence and relational skills - both for yourself and for the people you work with.

We will encourage you to book on all the sessions in a series on coaching skills or career confidence or just one.

These sessions are open to all HR and OD practitioners.

MANAGING SELF, TEAM & RELATIONSHIPS

AIMED AT ALL HR & OD PRACTITIONERS

THEME 5

Strand sub title	Title of session	Date	Provider
Coaching skills series	Coaching to help others improve performance	17 May 2023	Jeremy Lazarus
Coaching skills series	Coaching people to be better leaders	2 Aug 2023	Jeremy Lazarus
Coaching skills series	Coaching people who are overwhelmed	1 Nov 2023	Jeremy Lazarus
Coaching skills series	Coaching rapidly (in 15 minutes or less)	7 Feb 2024	Jeremy Lazarus
Career confidence series	Procrastination	19 April 2023	Jane Galloway
Career confidence series	Making brave choice	10 May 2023	Jane Galloway



MANAGING SELF, TEAM & RELATIONSHIPS

AIMED AT ALL HR & OD PRACTITIONERS

Title of session	Date	Provider
Courageous communication & constructive challenge	13 Sept 2023	Lorraine Stamp
Managing relationships above, below & across your team	23 Feb 2023	Lorraine Stamp
Presence & influencing	20 July 2023	Ruth Sangale
Presence & influencing	26 April 2023	Lorraine Stamp



MANAGING SELF, TEAM & RELATIONSHIPS

AIMED AT ALL HR & OD PRACTITIONERS

Title of session	Date	Provider
Resilience	12 Sept 2023	Ruth Sangale
Addressing imposter syndrome	13 Sept 2023	Lorraine Stamp
Supporting & addressing burnout	4 Dec 2023	Jude Goddard
Being your authentic self	March 2024 tbc	Boo



EMERGING WORKFORCE LEADERS PROGRAMME

This strand delivers depth and breadth of training and development specifically for HR and OD practitioners in bands 3-6, developing you to be effective in your current and future roles.

These sessions are divided into series of sessions on:

- Career management
- Delivering high quality services for staff and managers
- Having impact and influence in my role
- Equality, diversity and inclusion

EMERGE WORKFORCE LEADERS

AIMED AT BANDS 3 TO 6 HR & OD PRACTITIONERS

THEME 1

Strand sub title	Title of session	Date	Provider
Career management series	Managing my career	16 Jan 2024	Ruth Sangale
Career management series	Managing my career - for ethnic minority women	24 May 2023	Audrey Linton
Career management series	Moving to the next level	20 Sept 2023	Audrey Linton
Career management series	Booster session: Developing your network	4 Apr 2023	10Eighty, Sarah Burgess



EMERGINE WORKFORCE LEADERS

THEME 1

AIMED AT BANDS 3 TO 6 HR & OD PRACTITIONERS

Strand sub title	Title of session	Date	Provider
Delivering high quality services	Customer service	June 2023 tbc	Laurell Hector
Delivering high quality services	Service improement	Oct 2023 tbc	Laurell Hector
Having impact & influence	Understanding my leadership role & understanding strategy	5 March 2024	Laurell Hector
Having impact & influence in my role	Influencing skills	13 July 2023	Mannisha Gordon
Having impact & influence in my role	Presentation skills	14 Nov 2023	Mannisha Gordon

STRATEGIC HR&OD NETWORK

This network meets monthly and is for HR and OD business partners and heads of service. The purpose is to share good practice, network and support career development. This year, we would like to run 75 minute development sessions focused on the different areas of the NHS HR and OD vision for the profession:

- Prioritizing the health of wellbeing of our people
- Creating a great employee experience
- Ensuring inclusion and belonging for all
- Supporting and developing the people profession
- Harnessing the talents of our people
- Creating improvement, change and innovation
- Embedding digitally enabled solutions
- Enabling new ways of working and planning for the future

FOR HR&OD BPs, HEADS OF SERVICE ETC

Strand sub title	Title of session	Date
Prioritising health & wellbeing of our people	Conflict management & trauma awareness	April tbc
Ensuring inclusion & belonging for all	Booster session: Political thinking	23 May 2023
Enabling new ways of working & planning for the future	Workforce planning case study	June 2023 tbc
Creating improvement, change & innovation	Booster session: Creative thinking	11 July 2023
Supporting & developing the people profession	Developing yourself & your team	Sept 2023 tbc



FOR HR&OD BPS, HEADS OF SERVICE ETC

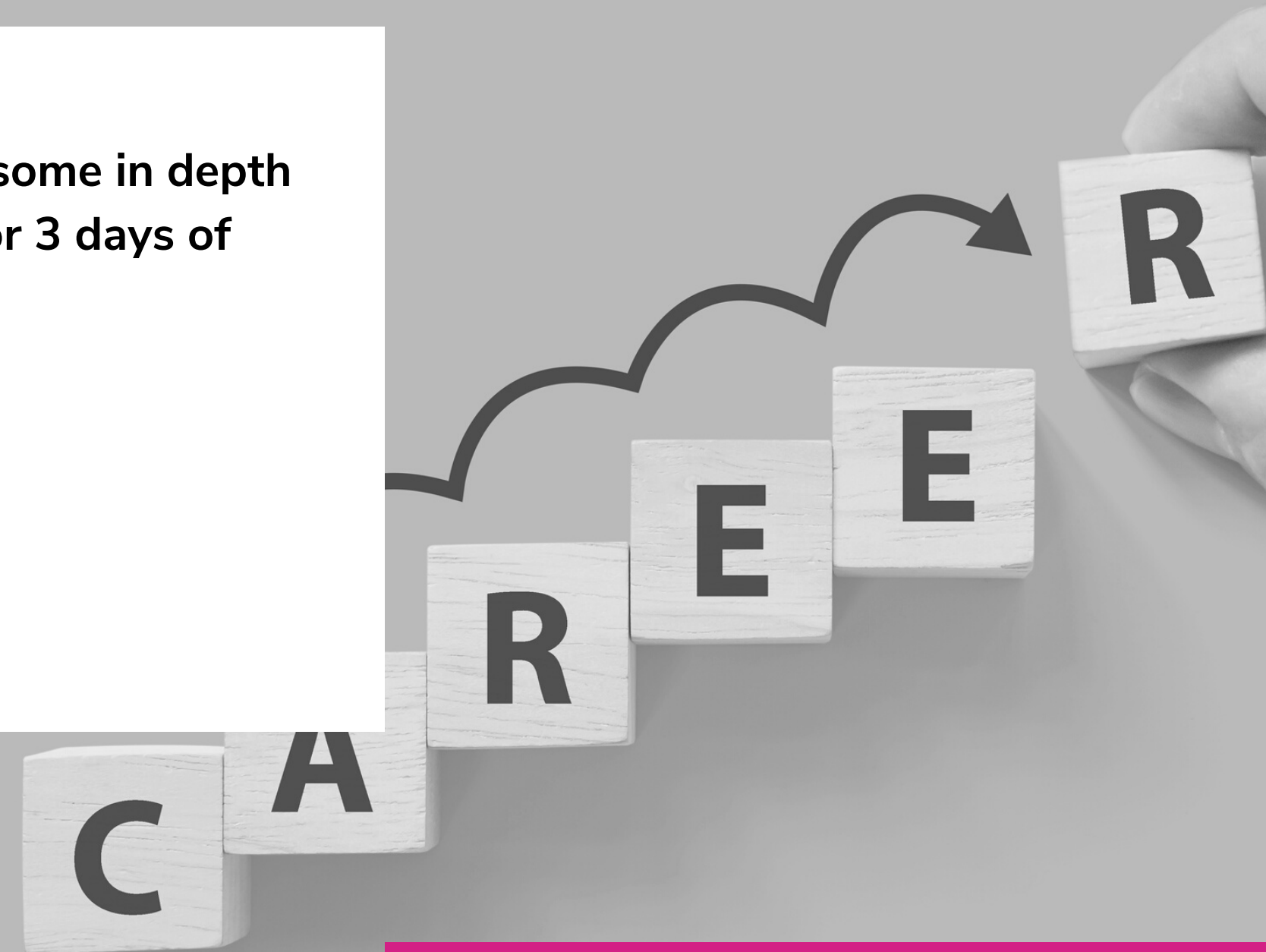
Strand sub title	Title of session	Date
Creating a great employee experience	Just Culture	Oct 2023 tbc
Ensuring inclusion & belonging for all	Anti racism	Dec 2023 tbc
Ensuring inclusion & belonging for all	Neurodiversity	Jan 2023 tbc
Creating a great employee experience	Retaining & engaging our older workforce incl case study	Feb 2023 tbc
Supporting & developing the people profession	Inspiring careers	March 2023 tbc



DEEPER SKILLS DEVELOPMENT

This year, we're also planning to offer the opportunity to do some in depth skills development as part of a smaller group. This will be 2 or 3 days of training offered to you at cost price. More details to follow!

- Introduction to coaching skills (eg 3 day course)
- Developing your coaching skills (eg 2 days)
- Introduction to consulting skills (eg 2 days)



THANK YOU

We really look forward to seeing you at some of the learning events in our programme.

If you have any queries at all, please contact the team:

- Diana Cliff, Programme Development Manager, diana.cliff@gstt.nhs.uk
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