

@HPMA_National
@HPMALondon



IMPROVING HEALTH
THROUGH PEOPLE.

LEADING THE WAY WITH PURPOSE, INTEGRITY AND COMPASSION

1

HPMA LONDON CONFERENCE

21st November 2023
08:30 registration
09:00 - 17:00

Venue: Governor's Suite,
St Thomas' Hospital,
Westminster Bridge Rd,
London SE1 7EH

WELCOME FROM THE HPMA LONDON ACADEMY

Welcome to the HPMA London Academy Conference. This is a great opportunity for people professionals from across London and the South East to network and hear from inspiring thought leaders and role models from within our profession.

So get involved, ask questions, provide view points and have a great day.

**Laura Bevan, Chief People Officer,
Royal National Orthopaedic
Hospital NHS Trust & Karen
Chummun, Head of Talent, London
Leadership Academy**

HPMA Vice Presidents, London

**@HPMALondon
#HPMALondonCon2023**



THANKS TO OUR SPONSORS



I would like to thank you for attending this year's HPMA London Academy conference. This is a real highlight of our year.

We have designed a dynamic and varied programme around the theme of leading with purpose, integrity and compassion. The themes will be:

How people professionals lead the way in:

1. Providing strong and visionary leadership to support our NHS organisations and people in challenging and complex times
2. Creating cultures that value and embed diversity and inclusion
3. Ensuring health and wellbeing is at the heart of our working environment
4. Developing compassionate cultures
5. Developing and supporting our talented people professionals to achieve their potential

**Rachael Tyler,
Development Director, HPMA London
Academy**

**@HPMA_National
#HPMALondonCon2023**

THE PROGRAMME

08:30 Arrival, coffee, networking

09:00 Welcome and context - **Laura Bevan**, Chief People Officer, Royal National Orthopaedic Hospital NHS Trust
Karen Chummun, Head of Talent, London Leadership Academy
Joint Vice Presidents, **HPMA London Academy**

09:05 Keynote 1 Leading with Purpose, Integrity & Compassion in Challenging & Complex Times

- Provide vision on the future of health and work and the delivery of the long term workforce plan
- How to lead with purpose, integrity and compassion
- A personal perspective on leading during complex and challenging times whilst also looking after yourself

Chaired by **Louise Hall**, Regional Director of HR & OD at NHS England, South East region

Keynote speaker: **Professor Em Wilkinson-Brice**, National Director for People, NHS England

09:45 Keynote 2 NHS HR, People & Culture - A Quantum Force for Good

Hear from **Perry Timms** - 2022's HR Most Influential Thinker and 2023 Hall of Fame inductee - for his perspectives and calls to action for:

- A new operating model for HR - that builds a system to enable our quantum energy to equate to a sustainably strong impact
- Our sense of self and our quantum potential - what we are truly about and capable of aligned to the purpose, integrity and compassion needed in our work
- How we can fuse the model and our spirit to practically and realistically craft new capabilities, enhance our impact and create the capacity to flourish and achieve the highest sense of human good.

Chaired by **Louise Hall**, Regional Director of HR & OD at NHS England, South East region

Speaker: **Perry Timms**, Founder & Chief Energy Officer at People & Transformational HR Ltd



THE PROGRAMME

10:30 Coffee Break

11:00 Creating cultures that value and embed diversity and inclusion

Chaired by Tanya Carter, Chief People Officer, East London NHS Foundation Trust

Keynote speakers:

- **Joy Warmington**, CEO brap, a national equalities and human rights charity
 - **Roger Kline**, Consultant on Workforce Culture, Research Fellow, Middlesex University & Nominated in 2021 and 2022 as one of the top UK HR influencers by HR Magazine
-

11:40 Leading the Way - sharing Our reflections and Ideas on Navigating the Way Forward

Facilitated by Karen Chummun, Head of Talent, London Leadership Academy and Joint Vice President, HPMA London Academy

12:15 Lessons Learnt from Industrial Action & Rebuilding to Move Forward

Chaired by Delvir Mehet, Group Deputy Director of People, Barts Health NHS Trust and Chair of London Deputy Directors of HR network

Keynote Speakers

- **Damian McGuinness**, Chief People Officer, London Ambulance Service NHS Trust
 - **Louise Clark**, Director of Workforce, Imperial College Healthcare NHS Trust
-

13:00 Lunch



THE PROGRAMME

1400 The Leadership Vaccine : Driving Innovation & Building resilience in Challenging Times

Chaired by: Bernadette Thompson OBE, Executive Director of Equality, Diversity & Inclusion at King's College Hospital NHS Foundation Trust

Speaker: Dr Rebecca Godfrey, Biotech COO, Board Trustee, Author, Mentor

14.40 Tea Break

15:00 Developing and supporting our talented people professionals to achieve their potential

Chaired by Paul da Gama, Chief People Officer, St Georges, Epsom and St. Heller University Hospitals and Health Group

Speakers

- **Zakya Hussein**, Senior People Relations Adviser, East London NHS Foundation Trust
 - **Gemma Archer**, HR Business Partner, Mid & South Essex NHS Foundation Trust
 - **Patrick Brown**, Associate Director of Organisational Design & Talent Development, London Ambulance Service NHS Trust
 - **Tanya-Marie Robinson**, Head of Professional Development – People Profession Workforce, Training and Education Directorate, NHS England & Associate Director of Workforce< Lewisham and Greenwich NHS Trust
 - **Gemma Davies**, Chief People Officer, Tavistock and Portman NHS Foundation Trust
 - **Kate Bowditch**, Director of Workforce, North London Mental Health Partnership
-

15.40 Breaking Through Fear

Keynote speaker **Obi Abuchi**, Founder and CEO of CORE Leaders International

16:30 final Reflections HPMA Vice Presidents, London

@HPMALondon @HPMA_National
#HPMALondonCon2023



THE SPEAKERS

Professor Em Wilkinson-Brice, Acting Chief People Officer, NHS England

Responsible for leading the People Directorate in the implementation of the NHS People Plan and People Promise, staff retention, staff experience, EDI, the development of the HR profession as well as leading on responding to the workforce challenges of COVID-19 and the transition from the pandemic to recovery. She first qualified as a nurse in 1992 in Exeter, then worked in Oxford, specialising in cardiology and high dependency care, developing an interest in facilities management which later resulted in Em taking the post of Director of Nursing and Facilities at Derby Hospitals NHS Foundation Trust, before returning to Exeter in July 2010. During her time at the Royal Devon & Exeter NHS Foundation Trust, Em undertook numerous executive roles alongside the Chief Nurse role, including Chief Operating Officer & Deputy Chief Executive, leading on integration across Devon. In recognition of the close working partnership between the Trust and the 2 local universities, Em was appointed Associate Professor Faculty of Health and Human Sciences at both Exeter and Plymouth Universities. Em has a keen interest in people, health & wellbeing; organisational culture; believing that a treasured workforce creates a culture where patient care is of the highest standard.



Laura Bevan, Chief People Officer, Royal National Orthopaedic Hospital NHS Trust

Laura is an experienced people professional with over 20 years in the NHS. She started her career running the graduate recruitment programme for an international management consultancy firm. Laura joined West Hertfordshire Hospitals NHS Trust and gained a breadth of experience through a range of roles including HR Advisor, Senior HR Manager and then Associate HR Director. Laura became Deputy Director of HR in 2014 and was responsible for the operational running of all HR services. In this post Laura delivered a significant transformation programme, supporting the Trust to drastically reduce its vacancy rate and become a top quartile Trust for staff experience. Laura became Chief People Officer for Royal National Orthopaedic Hospital in 2020 and leads the people agenda with a clear focus on delivering the best employee experience through building an inclusive and high performing culture. Laura took up the post of Vice President for the HPMALondon Academy in the summer of 2023 and is delighted to be by the opportunity to support the development of people professionals more broadly in healthcare.



Karen Chummun, Head of Talent, London Leadership Academy

Experienced Senior Manager with strong people management skills and a demonstrated history of strategic working in the public sector and health care. Skilled in Management, Continuous Improvement, Lean ways of working, Business Process Re-engineering, Business Development, People Management and Training Delivery. Strong professional with Prince2, Programme (MSP), Benefits Realisation and Lean qualifications. Action Learning Facilitator, Executive Coach, Mentor trained in MBTI, DiSC and NHS HLM practitioner.

Responsible for the creation of Talent Timebanking, the first talent management skills exchange platform www.nhstalent.co.uk



Louise Hall, Regional Director of HR & OD at NHS England, South East region

SRO for the new NHS England South East regional integration programme. Trust Board member. Executive coach and NHS Director of HR and OD. Commercially aware with strong HR leadership and project skills. Strategic perspective to align company vision together with a pragmatic approach to managing change and people. Previous international experience and part of the senior management teams for EMEA and Nordics. Significant experience of influencing stakeholders and designing and rolling out company wide cross-cultural change programmes, restructuring and implementing people plans. Highly ethical and comfortable with complex organisational change and ambiguity. Very strong ER skills and knowledge. HR Programme management and compliance skills. Member of the CMI and Fellow of the CIPD. TRiM practitioner and well-being guardian.



@HPMALondon @HPMA_National #BeTheChange



THE SPEAKERS

Perry Timms, Founder & Chief Energy Officer at People & Transformational HR Ltd 30+ years experience in Change and Transformation through technology, 20+ years as an HR Professional and 10+ years since founding PTHR. My personal mission is to see more people flourish through their work and help shift organisations into a force for societal good (not just profit machines). PTHR's mission is defined as "Better Business for a Better World".



Louise Clark, Director of Workforce, Imperial College Healthcare NHS Trust

Lou Clark is Director of Workforce at Imperial College Healthcare NHS Trust. Lou has developed a wealth of strategic and operational experience over the last 20 years in a variety of NHS Trusts in London and her own coaching and consultancy practice in New York. Lou is passionate about inspiring and building great inclusive teams, improving the experience of people working within the NHS and ensuring HR is leading from the front.



Joy Warmington, CEO brap, a national equalities and human rights charity

As CEO of brap (www.brap.org.uk) Joy also spearheads their work on learning and change. Joy's area of expertise is leadership and organisational development, and she applies this lens to the work that brap does with boards and leadership teams. brap is an equalities and human rights charity which is in its 24th year. The organisations ambition to transform our thinking and practice of equality is not only refreshing – but it is critical in an environment which finds it hard to reduce inequality of experience and outcome.

Most recently, Joy led on the design and delivery of a “White Allyship” programme in partnership with the King's Fund. This was delivered to senior leaders across London to help them to respond proactively to racism and recognise their role in leading anti-racist practice.

As a lifelong learner, Joy holds many qualifications, including an MSC in Organisational Development and Learning, Certificate in Education PGCE, Postgraduate Diploma in Multicultural Education, Certificate in Process Oriented Psychology . She is also qualifying as a psychotherapist . Joy has held a number of roles in the NHS, including Vice Chair of Birmingham and Solihull Mental Health Foundation Trust and she is currently a NED at Oxford University Hospitals. Joy is a faculty member of the NHS leadership academy and is a Visiting Professor for Middlesex University Business School.



THE SPEAKERS

Tanya Carter, Director of People and Culture, East London NHS Foundation Trust

A 'seasoned' HR professional who has undertaken extensive and successful negotiations with managers, trade unions and suppliers of goods and commercial services.

Demonstrable experience within Employee Relations, Resourcing, Change Management, TUPE, Cabinet Office Statement of Practice (COSOP), Training and E&D.

HR experience spanning nearly 25 years. A significant period of which, has been spent in middle and senior management positions, managing multi-disciplinary functions. A wealth of NHS experience (primary care/community, acute and mental health), local authorities, further education colleges and professional services/management consultancy. Strong business acumen and ability to translate the bigger picture in organisational and HR objectives.

Strong financial management skills and a successful track record of managing within set budgets, making year on year savings; contributing to organisational targets and financial efficiencies.

FCIPD membership, an MA in Strategic Human Resource Management, a Postgraduate Diploma in HRM (CIPD) and a Certificate in Personnel Practice (CPP). As well as being an accredited mediator and a PRINCE II foundation certificate.

Roger Kline, Consultant on Workforce Culture, Research Fellow, Middlesex University & Nominated in 2021 and 2022 as one of the top UK HR influencers by HR Magazine

Roger Kline is Research Fellow at Middlesex University Business School. Roger has authored several reports on race equality in the NHS including "The Snowy White Peaks of the NHS" (2014). He designed the Workforce Race Equality Standard (WRES) and was joint national director of the WRES team 2015-17.

He is co-author of Being Fair (2019) on disciplinary action in the context of patient safety and human factors and co-author with Prof Duncan Lewis of The Price of Fear (2018) on bullying in the NHS. He peer reviewed the NHS Improvement guidance on bullying (2020). He is co-author (with Michael Preston Shoot) of Professional accountability in social care and health (Sage 2013).

Roger has undertaken work for NHS professional regulators on equality, diversity and inclusion, including with the NMC, with the GMC (Fair to Refer (2019) with Dr Doyin Atewologun) and as External Adviser to the General Pharmaceutical Council on their EDI strategy 2021 – 2026.

Roger is author of No More Tick Boxes the forthcoming NHS East of England review of the research evidence on fair recruitment and career progression published in September 2021.

Roger was external adviser to the NHS Improvement working group on EDI in the new national HR strategy. He is a member of the NHS Improvement national expert group on Well Being at Work. Roger was voted one of the top 30 "Most Influential HR Thinkers of 2021" by readers of HR Magazine. He advises a number of NHS Trust Boards on equality, especially race equality.

He blogs extensively on workforce culture, notably on whistleblowing, bullying, disciplinary action, recruitment and career progression with particular reference to race equality.



THE SPEAKERS

Damian McGuiness, Chief People Officer, London Ambulance Service NHS Trust

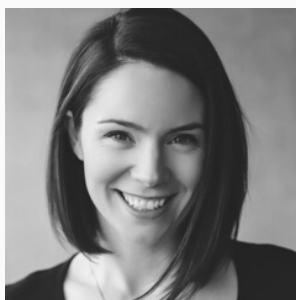
Experienced NHS Chief People Officer committed to recruiting, retaining and developing people to improve patient outcomes with an engaged workforce. Over the past 20+ years, Damian has worked in every spectrum of the NHS working within Acute, Ambulance, Community / Commissioning and Mental Health Trusts. As the former Director of People at the Royal London and Mile End Hospitals as part of the Bart's Health Group, and currently the Chief People Officer at the London Ambulance Service NHS Trust – Damian has held significant board positions during arguably the most recent challenging times for the HR profession. A generalist practitioner skilled in Organisational Development, Mentoring, Coaching, Talent Management, TUPE, Resourcing, Cost Improvement, Employee relations and Mediation.



Dr Rebecca Godfrey, Biotech COO, Board Trustee, Author, Mentor

Biotech COO with 20 years' experience in roles across biotech, pharma, healthtech and academic research.

Providing leadership and strategic direction to all business, financial and operations aspects of the organisation, including all commercial partnership activities.



Delvir Mehet, Group Deputy Director of People, Barts Health NHS Trust and Chair of London Deputy Directors of HR network

I aspire to act as a visible ally within the Trust leadership to create the most equitable workplace possible. I have been involved workforce and people development roles within the NHS throughout my career, working to bring together multiple hospitals and organisations to work towards common goals. This has allowed me to see much of the great progress the NHS made, but also understand what has not worked in the past and how to create a better future for our staff and citizens.

In my role I help to ensure Barts Health has a talented, supported workforce to best serve the community. I cover a broad portfolio as Group Deputy Director of People including People strategy, talent management, organisational development, inclusion and equity, employee relations and industrial relations.

I have recently taken over the role of Chair of the London Deputy Directors of HR and am a strong advocate of succession planning and developing our future leaders by working closely with the London CPO network to achieve this through a collaborative approach.



Bernadette Thompson OBE, Executive Director of Equality, Diversity & Inclusion at King's College Hospital NHS Foundation Trust

Bernadette Thompson OBE is the Director of Equality Diversity and Inclusion at Kings College NHS Trust in the UK, prior to this role she was the Associate Director of Inclusion for NHS Barts Heath Trust.

Bernadette has extensive experience as a Civil Servant, having worked at high-profile UK Government Departments and Agencies, including the Ministry of Justice, Home Office, HM Treasury, Legal Aid Agency, Cabinet Office, and the Department for Levelling Up, Housing, and Communities. And her passion for driving cultural transformation and diversifying talent pipelines has earned her recognition and respect across many different sectors.

She co-chaired a multi-award-winning, cross-Government race network for five years and is a respected influencer and trusted partner to senior leaders across a range of sectors. In 2020, she won the Workplace Hero category in the National "Investing in Ethnicity" Awards for championing and driving race equality and inclusion across the Civil Service, and in 2021, she won one of the prestigious "We are the City" Rising Star Champion awards.

In 2021 she was awarded by the late queen an Order of the British Empire for services to Diversity and Inclusion in the UK public sector.

Bernadette is a highly sought-after speaker and facilitator who provides training, facilitates organisational discussions, and delivers keynotes on various topics including diversity, inclusion, culture change, leadership, employee engagement and wellbeing



Paul da Gama, Chief People Officer, St Georges, Epsom and St. Helier University Hospitals and Health Group

A values driven and highly motivated professionally qualified Chief People Officer with experience of: - leading and managing transformational organisational and HR change - developing HR strategy - leading the resolution of complex people issues within the organisation at the highest levels - leading the delivery of HR programmes and projects - working as a trusted partner with leaders - credible, skilled influencer Creating more engaging and inclusive workplaces - Chartered Fellow, CIPD Specialties: HR Strategy, Corporate Social Responsibility, Talent Management, Learning and Development, Engagement, HR Business Partnering, Organisational Design, Organisational Development, Executive coaching, Diversity management.



Zakya Hussein, Senior People Relations Adviser, East London NHS Foundation Trust

Gemma Archer, HR Business Partner, Mid & South Essex NHS FT

Gemma has over 19 years experience in HR, and is currently a HR Business Partner at Mid and South Essex NHS Foundation Trust. With a strong focus on building positive working relationships and understanding the organisational priorities, Gemma spent 3 years in operational management to expand her skills and experience. With strong knowledge of Employment legislation and experience in recruitment, complex employee relations matters, change management and governance, Gemma works closely with key stakeholders to build organisation and people capability in line with the people strategy, policies, procedures and Trust values.



Obi Abuchi, Founder and CEO of CORE Leaders International

When I was 18, a mentor of mine gave me a copy of Stephen Covey's book - 7 Habits of Highly Effective People - and I just couldn't put it down. I made tons of notes, completed all the exercises in the book, and literally set upon a path of learning as much as I could about the topics of leadership, personal growth, and personal effectiveness.

After a brief stint as an Engineer, and then as a Project Manager, I moved into the world of Consulting and Leadership Development. During that time, I continued to be fascinated by the difference that truly effective, inspirational and transformational leaders make to those around them. From my work coaching and training other leaders, and many of my own personal failures, struggles, and experiences, I've discovered that the most transformational leaders have learnt the secret of effective influence - it begins with mastering oneself and channelling one's ego in the service of others in order to lead in a way that is deeply purposeful, authentic, and courageous. Aristotle, the Ancient Greek Philosopher, said, "the hardest victory is over self," and he was right. Winning the personal war is a phenomenal challenge for leaders.

However, if we want to be effective, if we want to inspire others, if we want to win hearts and minds and transform lives for the better then it's a war we must win. It's a war I'm committed to helping leaders win. More than two decades after my first encounter with Stephen Covey's book, including a 12-year stint of working with amazing people and helping corporate giants like Shell, Deutsche Post DHL, and Tesco improve performance by redefining and shaping how leaders engage and inspire their people, I'm now focused on helping leaders develop a stronger CORE and experience the power of leading from the inside out, so they can lead more purposefully, more authentically, more courageously, and more effectively than they ever thought possible.



Tanya-Marie Robinson, Head of Professional Development – People Profession Workforce, Training and Education Directorate, NHS England & Associate Director of Workforce < Lewisham and Greenwich NHS Trust

Experienced People Professional (HR & OD) with a demonstrated history of working in the hospital & health care industry. Skilled in Employee Engagement, Recruitment, Project Management, Change Management and People Development. A CIPD professional who holds a Master of Science (MSc) in Human Resources Management from London South Bank University.



Kate Bowditch, Director of Workforce, North London Mental Health Partnership

An experienced strategic Human Resources generalist and Medical Staffing specialist with a wide range of abilities and a commercial focus. I have a strong belief in the value added potential of a business focused HR service. A Chartered Fellow of the CIPD, I am calm and good humoured under pressure with the readiness to balance complex issues with the smooth running of a team. Valued for my practical approach to problem solving and communication skills, I am able to assess priorities and consider wider implications. Experienced in both strategic and operational HR and Medical Staffing, I am self motivated and equally committed to working as part of a team or from my own initiative.



Patrick Brown, Associate Director of Organisational Design & Talent Development, London Ambulance Service NHS Trust

Patrick Brown is currently the Associate Director of OD & Talent at the London Ambulance Service NHS Trust. He has recently been appointed to the role of Director of People & Organisational Development at the North West London Integrated Care Board, which he will start on 4 December 2023.

Over the past 15 years, Patrick has role modelled inclusive leadership in his public sector roles within the NHS and Civil Service.

Patrick has a strong track record of driving culture transformation in the Public Sector. He led the London Ambulance Service to being named Apprenticeship Employer of the Year at last years' prestigious Mayor of London adult learning awards which recognised that LAS had gone above and beyond to help Londoners from all backgrounds get into high- quality apprenticeships. During his time at both the Home Office and NHS Test and Trace he focussed on ensuring diversity, inclusion and wellbeing were an everyday part of the employee experience.



Paul da Gama, Chief People Officer, St Georges, Epsom and St. Helier University Hospitals and Health Group

A values driven and highly motivated professionally qualified Chief People Officer with experience of: - leading and managing transformational organisational and HR change - developing HR strategy - leading the resolution of complex people issues within the organisation at the highest levels - leading the delivery of HR programmes and projects - working as a trusted partner with leaders - credible, skilled influencer Creating more engaging and inclusive workplaces - Chartered Fellow, CIPD Specialties: HR Strategy, Corporate Social Responsibility, Talent Management, Learning and Development, Engagement, HR Business Partnering, Organisational Design, Organisational Development, Executive coaching, Diversity management.

Gemma Davies, Chief People Officer, Tavistock and Portman NHS Foundation Trust



OUR SPONSORS

Bevan Brittan 

HILL DICKINSON


Business Services Authority


Bright Horizons.

 **think** learning

Capsticks



WANT MORE?

As always the HPM London Academy continues to drive excellence and development for all People Professionals.

- Please make sure you let us have the updated contact list for your Trust
- See our published events here <https://hpmalondon.eventbrite.com>

We would really appreciate your feedback on the event

Please complete the quick survey here, maybe on your way home?

