

IMPROVING HEALTH
THROUGH PEOPLE.

2025- 26 DEVELOPMENT PROGRAMME FOR HPMA LONDON/SE/SC ACADEMY MEMBERS

DETERMINING OUR LEARNING PRIORITIES 2025/26

We have used the priorities laid out in the NHS People Plan, the People Promise, the NHS HR and OD vision and the recent KPMG/HPMA Navigating the Workforce Waves report (as set out visually on the following page) as guiding information in determining our learning needs.

We have also undertaken a detailed learning needs analysis to ensure that the training programme we provide is relevant, high quality and incorporates sufficient stretch and challenge for our members. This analysis has enabled us to fully understand the challenges and priorities facing our member organisations in order that we can determine the skills, competencies, knowledge and behaviours for our current and future people practitioners.

This year, we have undertaken focus groups with our Board, Deputy Director and Strategic HR/OD networks. We also had a good response rate to our annual LNA survey. This year the survey was aligned to the NHS People Profession Map and we analysed responses from the different functional areas of the people profession.

Our findings are reflected in the overarching themes of our programme.

SHAPING THE FUTURE OF INCLUSIVE AND INNOVATIVE PEOPLE PROFESSIONALS

This 2025/2026 programme will be made up of the following



HPMA London Academy Programme 2025/26: Shaping the future of inclusive and innovative people professionals

THEMES OF CORE PROGRAMME

Leading Change:
Culture, leadership &
organisation
development

Workforce Strategy &
Planning: Enhancing
Innovation for Better
Patient Care

Developing high
performing people
services

Developing business &
financial acumen

Digital workforce
leadership

Creating diverse &
inclusive workplaces

Developing your
mindset, impact &
influence

Pathways to success
building your career

Developing skills &
knowledge in medical
staffing

Building stronger
employee relations:
skills development
series

Strategic HR & OD
network

ADDITIONAL OFFERS

**Aspirant
Deputy Director
programme**

**Aspirant
Leaders
programme**

LEADING CHANGE: CULTURE, LEADERSHIP & ORGANISATION DEVELOPMENT

THEME 1

This series of sessions will be designed for mid-career and senior people professionals, focusing on developing skills to diagnose and influence workplace culture. We anticipate that participants will gain valuable insights and tools to foster a positive work environment and improve team performance.

Title of session	Dates	Provider
Leading change and maintaining equilibrium	5th Nov	Corde lia Osewa-Ediae
Compassionate Team working (1)	23rd Sept	Affina
Compassionate Team working (2)	24th Sept	Affina
Intro to OD Theory & Practice for Non OD people	16th or 24th	Anna Herko
OD Contracting	11th June	Anna Herko
OD Diagnostic Skills	10th Sept	Anna Herko
OD Interventions	15th Oct	Anna Herko
OD Evaluation skills	26th Nov	Anna Herko
Consulting Skills	4 Feb	Anna Herko
Understanding & managing team dynamics	4th March 2026	Beth Stacey - AcornTransform
Interventions to Create Healthy Teams	8 May 2025	(Cath) Boo Consulting
Coaching skills	8 Jul	Emma Schofield
From Conflict to Collaboration: Transforming Team Dynamics into High Performing Teams	16th July	Janine Roberts - J9 Consulting and Executive Coaching
Talent management & succession planning	Aug	Karren Chummen
Change management - 8 step process	23rd April	Liz Jones - Liz Jones Consulting
Change management	5th March	Lucy Barkas - whatwhenwhyhow ltd
Mediation skills	3rd June	Nicole Eisele
Managing teams in conflict	2nd Dec	Nicole Eisele
Compassionate leadership	17th July	Obi Abuchi
Leading Change without Authority.	28th Oct	Ranjit Kirton - The Behaviour Garage LTD
Coaching skills	23rd Oct	Rasheed Ogunlaru
Understanding the Psychology of Now for Organisations, Teams and Individuals	1st May	Rebekah Giffney
Create resilience in teams	25th Feb	Ruth Sangale
Coaching Culture	12th Feb	e Mustill-King - Emerge Development Consultancy Lin
Restorative Just Culture	March	TCM Group
Mediation & conflict resolution skills	Dec	TCM Group
Analysing & Problem Solving	Cancelled	TCM Group
Leading through collaboration	30th July	Tricordant
Effective collaboration at pace	25th Sept	Tricordant
Navigating complexity in systems working	25th Nov	Tricordant

WORKFORCE STRATEGY & PLANNING: ENHANCING INNOVATION FOR BETTER PATIENT CARE

This series of sessions is aimed at people professionals looking to enhance their expertise in workforce strategy, planning, and productivity. We anticipate that participants will be equipped with actionable insights and tools to drive workforce effectiveness and organisational success.

Title of session	Dates	Provider
Ensuring Equity in Data, Digital and Technology for HR and OD Practitioners	23rd July	Durka, Centre for Pop Health
Engagement and Inclusion Masterclass	14th Aug	Amber Kelly - Employees First Ltd
Presenting data with impact to facilitate & influence planning outcomes	12th Nov	Shirley Dalziel - Develop Global
Developing analytics & modelling skills & knowledge to forecast workforce trends	Feb	TBC

DEVELOPING HIGH PERFORMING PEOPLE SERVICES

This series of sessions is designed for people professionals seeking to enhance innovation & productivity within the people function. Participants will gain valuable insights and practical tools to drive productivity and foster a high-performing HR environment.

Title of session	Dates	Provider
Delivering High Performing HR Services (1/2)	11th Feb	Jane Chesters - Orion Partners
Delivering High Performing HR Services (2/2)	11th March	Jane Chesters - Orion Partners
Managing workflow - prioritising & managing our workload	4th June	laurell Hector - mcmanushrd
Team development & performance	30th Oct	Lucy Barkas - whatwhenwhyhow ltd
Org Design	24th July	Perry Timms
Consulting skills	11th Sept	Perry Timms
Strategic Narrative	6th Nov	Perry Timms
Workflow / Agile working	14th Jan	Perry Timms

DEVELOPING BUSINESS & FINANCIAL ACUMEN

THEME 4

This series of sessions is designed for people professionals to develop essential business and financial acumen critical for effective decision-making in the NHS. Participants will gain the skills and knowledge necessary to navigate financial complexities and contribute to the strategic goals of their organisations, ultimately enhancing their impact and effectiveness in the workplace.

Title of session	Dates	Provider
Project management level 1	19th June	Nzinga Orgill - Avi2i
Project management level 2 incl. managing multiple projects with different workstreams	9th Oct	Nzinga Orgill - Avi2i
How funding flows through the NHS organisation	6 May	Paul Miller
Writing winning business cases	1st July	Paul Miller
Guide to budgeting	4th Sept	Paul Miller
Quality & continuous improvement for the people function levels 1 & 2	27th Nov ??	Paul Miller
Using data & analysis to provide insight & make decisions	13th Jan	Paul Miller
Writing Business Reports	5th Feb	Richard Walker - Walkerstone Limited
Understanding the Health and Care Policy Landscape for HR and OD Practice	10th March	Durka, Centre for Pop Health

DIGITAL WORKFORCE LEADERSHIP

This series of learning sessions is aimed at people professionals looking to enhance their skills as digital workforce leaders. Participants will be equipped with the knowledge and tools to drive digital transformation within their organisations.

Title of session	Dates	Provider
AI and protecting staff data	27th Jan 2026	Capsticks
Harnessing Growth Mindset – Leading the Strategic People Agenda	22nd April	John Niland - VCO Academy / selfworthacademy
Organisational Development – Leading Cultures Open to Digital & AI Transformation	8 Oct	John Niland - VCO Academy / selfworthacademy
How to use digital /AI transformation within the people function to deliver productive & more efficient services with staff experience at the core	12th Aug	Laura Toby - Kings Hill People Consulting ltd
Protected views and social media posts	10th Feb 2026	DAC Beachcroft LLP
Future of health & work – understanding how digital transformation is shaping delivery of healthcare and what this means for the workforce	18th March	Tricordant

CREATING DIVERSE & INCLUSIVE WORKPLACES

This series of learning sessions will be designed for people professionals looking to enhance their skills in creating and leading diverse and inclusive workplaces. The series will encourage participants to think differently in their everyday work while also focusing on actionable initiatives. Additionally, attendees will explore how to become effective allies and sponsors for underrepresented groups. Participants will be equipped with insights and strategies to foster a culture of inclusivity within their organisations.

Title of session	Dates	Provider
Attraction & retention - positive action and positive discrimination	5th Aug	Capsticks
Racial diversity - reponding to Too Hot to Handle	15th May	Capsticks
Neuro-inclusion at work Introduction	25th June	Holly Bolt - Nurturingnd
Disability inclusion	3rd March	Hayley Brackley - Great Minds Don't
Neuro-inclusion at work Level 2	20th Nov	Hayley Brackley - Great Minds Don't
A-T of LGBT+	10th April	Chris - Your D&I
Racial diversity inclusion	7th May	Hira Ali - Advancing Your Potential
Sexual Harassment Awareness	29th Oct	Hira Ali - Advancing Your Potential
Socio-economic inclusion	31st July	(Byron) Jacynth Ivey - Inspiring Hope Ltd.
Allyship & sponsorship	28th Jan	Rasheed Ogunlaru
Immigration	9th April 2025	DAC Beachcroft LLP
Fixed Term Contracts	15th April	Bevan Brittan

LONGING
CLUSION
DIVERSITY
QUITY

DEVELOPING YOUR MINDSET, IMPACT & INFLUENCE

This series of sessions is designed for people professionals wanting to have the greatest impact and presence within their organizations. We anticipate that participants will gain valuable insights and strategies to elevate their influence and drive positive change in their workplace.

Title of session	Dates	Provider
Dev professional Relationships and Influencing	4th Dec	Andy Lopata - H & A Lopata Ltd
Resilient mindset	2 Sept	Emma Hossack - Glow At Work Ltd
Having great conversations moving from Transactional to transformational outcomes	15 Jan 2026	Emma Schofield
Rewriting the Script: Understanding and Overcoming Your Inner Critic and Imposter Syndrome (Online)	18th Nov	Jane Galloway
Presence, impact, confidence	14th May	Lucy Barkas - whatwhenwhyhow ltd
Influencing & negotiation skills level 1	22nd Jan 2026	Merrisha Gordon
Growth mindset	12th June	Merrisha Gordon
Communicate with Clarity, Presence & Impact	16th Oct	Obi Abuchi
Difficult messaging	12 March	Rasheed Ogunlaru
Facilitating Meetings and Discussions	18th June	Ruth Sangale
How to present with confidence	21st Jan	Vida Camel

PATHWAYS TO SUCCESS: BUILDING YOUR CAREER

This series of sessions on career development is designed to empower individuals in enhancing their career journeys. We anticipate that participants will be equipped with the knowledge and confidence to take charge of their careers and fulfil their potential.

Title of session	Dates	Provider
Career Development for Ethnic Minority Women	5th June	Audrey Linton
Building my personal brand	Aug	Bernadette
Interview skills	17th April	Hannah Nash - 10Eighty
Writing a winning application	7th Oct	Hannah Nash - 10Eighty
Should I stay or should I go?	10 July 2025	Jane Galloway
Career development - developing behaviours to achieve my potential	3 Sept	Jennifer Layburn

DEVELOPING SKILLS & KNOWLEDGE IN MEDICAL STAFFING FOR HR AND OD

This series of sessions is designed for people professionals seeking to enhance their skills and knowledge in medical staffing. Participants will be equipped with practical skills and knowledge to navigate the complexities of medical staffing in their organizations.

Title of session	Dates	Provider
Maintaining High Professional Standards (MHPS)	16th Sept	Capsticks
Basic Overview of medical staffing	November	NAMPS
Rules and regulations governing doctors in training rotas and their implications for workforce planning	February	NAMPS
Job planning and appraisal processes for consultants and Specialty and Associate Specialists (SAS)		

BUILDING STRONGER EMPLOYEE RELATIONS: SKILLS DEVELOPMENT SERIES

This series of sessions is designed for Employee Relations (ER) staff to enhance their skills and knowledge responding to the increasing complexity and volume of ER cases.

Title of session	Dates	Provider
Understanding power dynamics & difficult conversations	2nd July	Linda Gent - Ashfold Consulting Limited
Report writing skills & quality assurance of investigations	19th Nov	Linda Gent - Ashfold Consulting Limited
Mediation & informal resolution skills/Just Culture	10th Dec	
Reflective ER practice, risk and decision making	19th, 24th, 25th March	Linda Gent - Ashfold Consulting Limited
Debiasing investigations & cultural competency	January 2026	Mehvish Shaffi-Ajibola - Socially Inspired Ltd

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:

Title of session	Dates
NHSE update & Strategic HR Leadership: Elevating the Role of the HRBP	29 April
NHSE update & TBC Partnership working and industrial relations - month	10th June
NHSE update & Respect, Resolution and Reducing harm	13th May
NHSE update & Digital transformation	15th July
	Aug
NHSE update & Taking a strategic mindset towards your professional development	9th Sept
NHSE update & multi generational workplace and employee value proposition	14th Oct
NHSE update & Digital pathways to improve productivity	11th Nov
	16 Dec 2025
	20th Jan
	17th Feb
	17th March

BOOK NOW

You can access the events as they are released via our Eventbrite page [CLICK HERE](#)

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

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