

**INVITE TO
FREE EVENT**

Aspire

Cohort 6 - 2016

Strategic HR & OD Business Partner Programme Celebration Day

- Date:** Tuesday 20 September 2016
- Time:** 9:30am arrival for a 9:50am start until 4pm
(complimentary lunch and refreshments included)
- Location:** The Place Aparthotel
Ducie Street, Manchester, M1 2TP
- Chaired by:** North West Employers

How HR and Business Partnering can be a mechanism to address some of the BIG 'Strategic Business' challenges facing the public sector today.

The LGA is proud to be a partner on Aspire, a national HR & OD programme with a difference. Our aim is to support and empower HR professionals to be credible and hugely influential partners in the decision making processes in councils, with a focus on decision making that not only resonates, but influences the business. Our aim is to collaboratively develop a strong network of insight-led professionals driving leading edge performance across the sector.

Sarah Messenger, Head of Workforce, Local Government Association

Sponsored by

Celebration Day Programme



9:50am

Welcome by Sharon Senior, North West Employers



10:30am

Theme 1

Integration of public services – Developing a good practice guide of what works well around integration, mergers and collaborations.

Katherine Luke (County Durham and Darlington Fire and Rescue Service), Kate Paker and Carmine Rabhani (Cheshire Fire and Rescue Service) and Kristie Andrew (Manchester City Council)

10:00am

"The power of true partnership"

Rhyan Anderson, CIPD Consultant for the Aspire Programme



11.10am

Refreshments

11:30am

Theme 2

How HR can best empower line managers – and stop 'parenting'

Nicola Finnegan (Middlesbrough Council), Mandy Fairbank (Calderdale Metropolitan Borough Council) and Michelle Pike (County Durham and Darlington Fire and Rescue Service)

About Rhyan

Rhyan is a professional consultant, trainer, coach and facilitator with extensive experience working with globalplayers. She has a proven track record of facilitating and leading transformational change, developing leadership capability and delivering HR value through commercial awareness and business savvy. Rhyan was part of the team that developed the Aspire HRBP programme.

12:10pm

'TEDD 100 – shaping workforce performance'.

The Employment Deal Diagnostic-

Martin and Nigel will highlight a special offer for Authorities on the new TEDD offer. A regional initiative engaging above 10 councils and the LGA will be producing a regional benchmarking report.



Martin Reddington, DBA, Academic Fellow CIPD Director, Martin Reddington Associates and Nigel Carruthers, Local Government Association.

About Martin

Formerly Global Programme Director, HR Transformation, at Cable & Wireless, Martin now blends academic research with consultancy. His doctoral thesis examined the perceptions of managers towards technology-mediated HR, which has informed his more recent work on new approaches to facilitating dynamic conversations that support organisational change.

Martin is an Academic Fellow, CIPD and a member of the Guru Group supporting the Engage for Success Movement. He is also a part time lecturer in management at the University of Dundee.

Over the past 5 years Martin has published several books and academic articles.

He is currently working with the Local Government Association on the evaluation and re-architecting of the employment deal for the public sector.

About Nigel

Nigel has worked for and in local government for over 20 years. He is the Senior Advisor for Workforce Strategy leading on engagement, performance management, resourcing and talent management for local government nationally. The role provides advice, guidance and practice support to councils in England and Wales.

Current activities focus on improving manager and employee performance, organisational re-design and improving workforce efficiency and productivity. Nigel is the LGA's workforce lead for the North East and Yorkshire & the Humber regions. Previously, Nigel was a National Programme Manager at the Improvement and Development Agency for Local Government, managing diverse national programmes of work such as Local Government Careers, National Recruitment Campaigns, Smoking Cessation Initiative, Healthy communities project, National Competency Framework Initiative, Get On Campaign and Strategic Workforce Planning Network.

12:50pm

Networking Lunch

13:50pm

Theme 3

Temporary Talent Transfers – ensuring our employees develop the necessary skills to meet changing public sector requirements.

Rosemary Barker (Bury Council), Angela Brannelly (Manchester City Council), Catherine Hay and Sarah Mousawi (Trafford Council), Louise Swales, (North Yorkshire County Council)

14:30am

“Redesigning HR to meet service needs”

Debbie Brown, Director of Service Reform and Development, Salford City Council.



About Debbie

Debbie's background and specialism is HR and Organisational Development. She has performed a number of roles across the range of HR and OD activities, leading to her appointment as the Assistant Director leading the service in 2009. During this time, Debbie delivered a number of major workforce strategy projects and steered the council through significant workforce changes without the need for compulsory redundancies. At the same time, she led major reviews of the HR service to maintain a modern, relevant response to the demands of the ever changing public service landscape.

15:10pm

Closing Remarks – Shaping the future of Business Partnering together

Sharon Senior, North West Employers

15:20pm

Presentation of Certificate



Our panel of experts

Throughout the day, our panel will be asking questions and providing feedback on aspire delegates' presentations.

Equally the audience will have time to question our panel on the themes, to ensure a robust debate on the three themes of the day.

As well as Martin and Nigel on our panel we will be joined by Colin Williams, Director of West Midlands Employers; Sonia Halliwell, Assistant Director - Human Resources & OD, Wigan Council; and Joanne Hyde, Corporate Director of Resources at Trafford Metropolitan Council.

Colin Williams

Colin has over 20 years experience of leading the regional local government employers service and representing the region at a national level. Over the last 5 years, Colin has led a re-energised team through a significant change programme, including the establishment of WME, redefining and revitalising its 'offer' through the development of more commercially focused business strategy.



In addition to leading on the development of Aspire, Colin is responsible for the rapidly expanding 'We Manage Jobs' public service jobs portal; the concept and development of Epaycheck and a range of other people and organisational development initiatives. Prior to 1994, Colin was Assistant Director for HR for Sandwell MBC.

Sonia Halliwell

Sonia Halliwell is Wigan Council's Assistant Director for Human and Organisational Development. Sonia has a breadth of experience within HR, working across both the public and private sector in the defence industry, retail and logistics.



Currently Sonia leads a team of over 100 staff; this includes the council employment service centre and HR operations team who support council staff and managers, schools and partner organisations throughout the employee life cycle. Sonia is also responsible for the OD & Strategy service who deliver engagement and OD interventions to help develop the workforce and enable them to deliver the council's Deal for the Future.

Joanne Hyde

Dedicating her whole career to date to public sector, Joanne started out on the Youth Training Scheme (YTS) at Manchester City Council.



She joined Trafford Council in 2010 securing the HR Director role a short time later and then progressed to Corporate Director for Resources with responsibility for corporate and back office services including Human Resources, Finance, Legal, Democratic Services, Libraries, Traded Services and Transformation.

Joanne was a driving force behind the creation and formation of both the Trafford Leisure Company, managing Leisure Services; and on the Trafford Youth Trust, to drive and manage youth provision in Trafford working alongside major partners including Lancashire County Cricket Club and Manchester United Foundation. She is now an active member on the Boards of both as an Executive Director. Since 2013, Joanne has also chaired the Board of the North West PPMA Group.

Booking

Places are free and limited so please book now on the link below to avoid disappointment.



[Click here to book now](#)

More information

on Aspire events visit www.aspirehrbp.org.uk



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Get in touch

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