

The Directors Role for People and Culture

(HR for non-HR Directors)



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Directors)

Duration

Two teaching days

Who is this course for

The programme provides clarity and support to Directors around their role and responsibilities giving participants the ability to lead more strategically, highlighting the role of the Director of the Board in the formation, mapping and execution of their people and cultural strategy. Through reference to leading research, current examples of best practice and case studies, this course will explore how to create, develop and deliver people strategies that achieve organisational objectives and deliver real value for the organisation.

This module is for directors, business leaders and senior professionals who are required to lead people and develop their organisational culture but have had little or no formal training within the fields of Human Resources, Organisational Development and Learning and Development. We recommend that participants have a minimum three-five years of senior management experience.

Overview

As employee experience takes centre stage in 2024 with the top priorities in this arena of:

- Leader and manager development
- Organisational culture
- HR technology
- Change management
- Career management and internal mobility

This sets the context for the requirement for Directors to focus on building the right workplace culture accelerated by the Environmental, Social and Governance agenda.

By attending this course, you will gain invaluable insights from industry experts into new ways of working, innovative concepts and the latest theories that can be applied instantly on returning to your own organisation. The programme will give you the essential knowledge, skills and confidence to improve your performance as a director and, in turn, the performance of the Board. Equipping directors with the knowledge and skills to understand and assess key people and culture concepts, analysis and reports, the course will provide participants with the ability to confidently evaluate the cultural position of their organisation.

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Through the knowledge and experience of the course leader and your peers, you will be encouraged to consider your own role alongside the Board, discussing relevant issues, challenges and solutions.

Learning Outcomes

On completion of this programme, delegates will:

- Clearly understand the board and director's role in people strategy development
- Be able to design and manage a process for successful strategic organisational change
- Understand the range of tools and techniques in the delivery of a strategic people plan
- Develop skills in organisation cultural development and an increased awareness for what should be expected from senior leaders in the organisation
- Develop the ability to lead more strategically, and to evaluate personal impact on the organisation and in the accomplishment of organisational objectives

Qualification

Whilst this programme is not linked to a formal qualification, it will contribute to the delegate's ongoing personal and professional development.

This programme is a great additional module to the DDP Modules which are a part of the full Directors Development Programme.

Agenda

Session One

Key themes include:

- Director Responsibilities
- Companies Act
- Ethical Governance and People
- Complaints, Whistleblowing and Speaking Up

Session Two

Key themes include:

- People Strategy
- Working with HR, OD and L&D
- Challenge and support in the Boardroom
- Recent corporate success and failure

Session Three:

Key themes include:

- Culture and Strategy
- Values
- Equality, Diversity and Inclusions
- Employee wellbeing and experience

Session Four:

Key themes include:

- Organisational change
- Strategic workforce planning; incl. insourcing/outourcing
- Technological developments; AI
- Reflective leadership incl. coaching and mentoring

Tutor

Kerry Robinson

Kerry describes herself as a hybrid professional working on the intersection of cultural development, improvement science and positive performance delivery. Kerry has a strategic focus, emphasising strategy into action through operational delivery.

Kerry's career has spanned equally the private sector and NHS, having worked in logistics, food manufacturing, telecommunications and oil research across a range of technical disciplines. Kerry is a chartered management accountant, green belt six sigma improvement trained, Kings Fund Top Management Programme Alumni.

For 13 years Kerry was employed in the NHS, six years as a Board Director, also Senior Responsible Officer for MSK care in a forming integrated care system. Kerry's portfolio has spanned strategy, organisational development, quality improvement, research, project management.

Kerry now has a portfolio career being both a practitioner and a trainer in her mix of consultancy and training work ensuring she stays up to date with current theory, context and practice. Kerry is also a sessional lecturer teaching improvement science and organisational development at Masters level for several universities.

Kerry has a strong belief in bringing training to life through practice to embed in the grain of their organisations.

Fitzroy Andrew

With a passion for learning; high standards; committed to social causes; grounded humility; an unerring instinct for developing potential. These qualities are amongst the hallmarks of Fitzroy's 40-year career, and they continue to drive him as he develops his portfolio of work with individuals and enterprises.

He knows what it is to climb the career ladder. An HR Director at 29, a charity CEO by his mid-thirties, author of an award-winning research report, and a leader at executive and non-executive levels of SMEs and social enterprises over the last twenty years. Fitzroy has accumulated a wealth of knowledge in strategy, leadership development, coaching and mentoring.

A gifted communicator, Fitzroy is turning his talents to focus in two key areas. The first is to work with individuals to make career and life success meaningful through strengthening and expressing what he calls their 'Achievement Mindset'. This will be delivered through a tailored support package of coaching and self-presentation, and is equally relevant to employed and self-employed professionals.

The second arises out of his experience as a child of the Windrush generation, and is about helping corporate enterprises get the best from inclusive leadership. Teams in today's workplace need to know how to maximise the contribution and effort from everyone; this places a premium on relationships. The most successful teams are the most inclusive teams, and Fitzroy is highly skilled at working with groups to help them unlock high performance through inclusion.

Tutor

William McKee

Starting out as a civil engineer responsible for large infrastructure projects, William became fascinated with the people side of business. Now a qualified business psychologist, and executive coach, he aims to bring a refreshingly practical approach to culture, people and performance. Over the last 10 years, he has worked with leaders and managers in organisations like British Airways, the Met Office, Bombardier, the NHS and multiple local authorities. He also spent time supporting SMEs and start-ups as well as working in the Middle East with one of the world's largest food producers. As a result, he can relate to a wide range of people and organisational contexts.

Credentials:

- Member of the International Coaching Federation (ICF) and holds the Associate Certified Coach (ACC) credential
- Lecturer with Henley Business School, teaching on its Professional Certificate in Executive Coaching (PCEC) programme
- Holds a Team Coaching Certificate from the Academy of Executive Coaching (AoEC)
- Holds a foundation certificate in Nancy Kline's Time to Think coaching method
- Recently interviewed for the book *Coaching with Research in Mind* on utilising psychometrics with coaching, as he aims to strike a balance between practical 'rules of thumb' and the latest evidence-based research.

David Smith-Collins

David is an inspirational Executive Coach and Leadership Mentor with two decades of experience in people development. He is a Law Graduate (LLB), a Chartered Fellow of the CIPD and he holds an MA in Coaching and Mentoring, a post graduate diploma in Criminology and an MA in Organisational Management and Economics.

David has worked with colleagues at all levels in organisations in sectors including petrochemicals, telecoms, IT, banking and finance, construction, aviation, higher education, ministry, transportation, security, military and customer service. He has a motivational and supportive coaching style.

With more than 30 years in policing, his career has involved strategic planning, performance delivery, security management, risk management and disaster recovery. He is an accomplished strategist. David has extensive experience of operating at a strategic level in public, private and third sector organisations, both in the UK and internationally, bringing a broad spectrum of knowledge, awareness and expertise across a wide range of subjects and disciplines.

