

Greater Manchester and Danish Public Sector HR Learning Exchange

6th November 2015- 9.30am to 1.00pm

Venue: Manchester Central Library

“Implications for Human Resource Management within Public Authorities of taking a co-production approach to the delivery of public services.”

Agenda and meeting information

Time	
9.00	Tour of the newly refurbished Central Library (for Danish visitors) led by Paul Wright, Central Library Transformation Manager
9.30	Welcome and introductions Sharon Kemp Strategic Director (Reform) Manchester City Council
9.45	Presentation by Dr. Carolyn Wilkins CEX Oldham MBC and Lead Chief Executive for Communications and Engagement
10.00	The Commissioning Academy – Nathan Atkinson (MCC) and Angela Beadsworth (Trafford Council)
10.15	The Social Work Academy - Dr. Shirley Woods-Gallagher (MCC)
10.30	Presentation by Thrine Norgaard, HR lead for the Municipality of Fredericia and a director on the board of OHRC
10.45	Which challenge shall we, as local government, try to handle - Marianne Brinck-Fischer, Head of Department at the Local Government Denmark.
11.00	Break for refreshments
11.15	Working group discussions round one (See page 4 for proposed format)
11.45	Working group discussions round two
12.15	Feedback from discussion groups
12.30	Closing observations and discussion (whole group)
1.00	Lunch and Networking
1.30	Close

Briefing: Gtr Manchester and Danish HR learning exchange

Following a request of OHRC (the [Danish Public Sector HR Association](#)) there is a learning exchange on the morning of Friday the 6th November 2015 on the topic of Human Resources, Co-production and public sector transformation, facilitated by Shared Future CIC and hosted by Manchester City Council. The venue will be the Central Library, Manchester.

The learning exchange involves approximately 17 delegates from a wide variety of Municipalities and a similar number of representatives of public authorities within the Association of Greater Manchester Authorities (AGMA). A list of expected participants is below.

The purpose of the morning is to exchange perspectives on the trends, challenges and opportunities brought by co-producing public services in partnership with the voluntary and community sector, especially during a time of budget pressure and the implications a new way of working has on workforce development.

Following a tour of Manchester Central Library, the morning starts at 9.30am, and will finish with an informal buffet lunch. It includes a mixture of short presentations and plenty of opportunity to network with local and international colleagues. Discussion will be facilitated by Shared Future CIC.

The themes of the day will be intentionally left open. It's expected that all will participate in the conversation and develop their learning, develop new perspectives and build relationships through a mixture of formal presentations, group work, facilitated whole group conversation and informal networking. The aim is to have a stimulating, honest and challenging debate. Nothing will be on or off the table.

However the meeting will operate under a form of what are sometimes called 'Chatham House Rules': That is, whilst learning may be carried and communicated outside of the meeting, nothing said will be personally attributed to any one individual participant.

More information on the day available from: [Jez Hall](#), or [Laurie Smith](#) of Shared Future CIC.

OHRC delegates

Name	Role	Municipality/ Organisation	Population of Municipality
Thrine Nørgaard	HR Director	Fredericia	50.000
Stephan Kristiansen	HR Manager	Fredericia	50.000
Birgitte Rømer	HR Director	Frederiksberg	103.000
Ragnhild Christensen	HR Director	Gentofte	75.000
Kim Nissen	HR Director	Halsnæs	30.000
Jesper Mølbæk	Salary Acc' Manager	Herning	87.000
Steen Langkjær	HR Director	Hillerød	48.000
Ulrik Spanager	HR Manager	Hilleroed	48.000
Maila Tandrup	HR Manager	Horsens	85.000
Hanne Borchersen	HR Director	Høje Taastrup	49.000
Steen Ballegaard	Deputy Head	Local Government Denmark	
Marianne Brinch-Fischer	Head of Department	Local Government Denmark	
Peter Nissen	HR Director	Kolding	90.000
Morten Møller	Manager	Odder	22.000
Kirsten Markvardsen	HR Director	Odsherred	30.000
Karen Marie Johansen	HR Director	Ringkøbing-Skjern	56.000
Runa Brøchner	HR Director	Skanderborg	58.000

Greater Manchester Participants

Name	Role	Municipality/ Organisation	Population of Municipality
Dr Carolyn Wilkins	Chief Executive Oldham Council and Lead Chief Executives for Communications and Engagement	Oldham	225,000
Sharon Kemp	Strategic Director (Reform)	Manchester	500,000
Dianne Frost	Director of People	Oldham	225,000
Lisa Hooley	Acting Director of HR	Trafford	226,000
Joanne Hyde	Acting Corporate Director Transformation and Resources	Trafford	226,000

Angela Beadsworth	Acting Head of Workforce and Core Strategy	Trafford	226,000
Sam Betts	Acting Director HR	Salford	234,000
Steve Bennett	HR Business Manager	Wigan	318,000
Tracy Murphy	Asst Director of Resources and Regulation (HR &OD)	Bury	185,000
Caroline Powell	Strategic HR Business Partner	Manchester	500,000
Kizzy Rooney	Strategic HR Business Partner	Manchester	500,000
Steve Thompson	Strategic Lead Workforce Development	Manchester	500,000
Samuel McVaigh	Strategic Lead Workforce Planning	Manchester	500,000
Angela Shields	HR Directorate Lead	Manchester	500,000
Nathan Atkinson	Interim Head of Commissioning	Manchester	500,000
Dr Shirley Woods-Gallagher	Strategic Lead for Interventions	Manchester	500,000
Vicky Clark	Reform and Innovation Team	Manchester	500,000

Facilitators:

Jez Hall, Director, Shared Future CIC

Outside of Shared Future, which I helped found in 2009, I work independently as a freelance consultant. I've worked for Lancaster University Management School, specialising in social enterprise development. Between 2005 and 2007 I was a non-executive director of a North West Primary Care Trust, with portfolios in community engagement, complaints and children services. I spent over 10 years working as a project development officer for a community design and architecture charity based in Manchester. Advising community groups on capital project development, community organising and community led regeneration, including undertaking feasibility studies and giving training in community building management.

Laurie Smith, Director, Shared Future CIC

I design and deliver programmes to develop leadership capabilities and empower teams. I have worked with dozens of managers and directors of third sector organizations and SMEs. I spent five years at Lancaster University Management School, between 2003 and 2008, developing leadership programmes and facilitating action learning sets. During this time I also co-authored a report on the state of Lancashire's renewable energy for Lancashire County Developments Limited. I have worked alongside colleagues from Blackpool Enterprise Centre to develop social enterprises and SMEs from across the north-west region via the NWDA's LEAD programme.

Shared Future CIC is a social enterprise founded in the North West of England in 2009. We run a diverse portfolio of projects, with associates based across the UK. We have a specialism in Social Enterprise, in Participatory budgeting, deliberative engagement and leadership. We have collaborated on and hosted a number of international learning exchanges in the past few years.

<http://www.sharedfuturecic.org.uk/>

Proposed format for discussion groups

Following on from the presentations SFCIC will facilitate group discussions on topics of interest to attendees.

Assuming 25-30 attendees we propose to split into four groups of around seven people. Each of these groups will be self-selecting according to the interests of those involved and will focus on a specific topic.

The topics of the groups would ideally be agreed on the day, according to themes emerging from the presentations and question and answer sessions. It would be the task of the facilitators to capture these during the morning conversation.

The first task of the first round of discussions groups would focus on refining the challenge in the form of an 'open question'. That is; one to which there is no discrete yes/no answer.

Format of group discussions

Round 1: Framing the challenge

Each working group will nominate a 'Scribe' to record the findings of the group.

For the first 5-10 minutes they discuss and agree their 'open' question.

For 20-25 minutes groups will discuss the agreed question by addressing:

1. What has been done in the past?
2. How is it working at the moment?
3. What could you do to address the issue and make progress?

The facilitators will circulate amongst the groups clarifying the format and helping the conversation to progress.

Round 2: Circulation of ideas

After 30 minutes the majority of the group members move to another group (based on their personal interest) and new members arrive. Two people in each group do not move.

- The two remaining members explain to the newcomers what has been discussed and any significant points made.
- The discussions then continue using the same format with the 'Scribe' recording the discussion points with the aim of bringing in new perspectives

For the last 10 minutes the groups each aim to conclude with 3-4 significant points they wish to communicate out to the wider audience.

After the two rounds of discussions each group feeds back its findings to the wider audience. The facilitators capture some of these on flipchart.

We then move to a open discussion session for the last 30 minutes of the day.

All flipcharts are photographed and circulated to participants after the day.