

PAI's

HR Exchange 2026

HR at the Heart of Public Service Transformation
Where knowledge is exchanged. Value is created.

Wednesday, 23 September 2026

10am - 1:30pm

The Hilton Hotel, Charlemont Place, Dublin

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**IRISH CENTRE
FOR DI>ERSITY**

Public service transformation doesn't happen through policy alone.

Government has set an ambitious vision for a more capable, innovative and responsive public service. Across Ireland, organisations are investing in leadership, workforce capability, digital transformation and organisational development to deliver better public services and improve outcomes for citizens.

But capability alone doesn't deliver transformation.

People do.

Transformation only happens when people have the confidence to adopt new ways of thinking, leading and working.

And confidence is built on trust.

Trust in leadership.

Trust in organisational change.

Trust in technology.

Trust in organisational culture.

Trust in the purpose.

That is why HR has never played a more strategic role.

Today, HR sits at the centre of the conversations shaping the future of Ireland's public service, building leadership capability, supporting organisational change, enabling responsible AI adoption, strengthening workplace culture, developing future skills and creating the conditions in which transformation can succeed.



Introducing PAI's HR Exchange

PAI's HR Exchange is more than a conference.

It is a national forum where HR Management, HR Development professionals, people managers, organisational development specialists and public service leaders come together to exchange knowledge, challenge thinking and learn from one another.

As Government continues to invest in workforce capability and organisational transformation, HR professionals are being asked increasingly complex questions. How do we prepare our workforce for AI? How do we develop confident leaders? How do we strengthen organisational culture while embracing continuous change? How do we build the skills needed for tomorrow's public service while supporting the workforce we have today?

Yet perhaps the most important question is this:

How do we build the trust that enables people to embrace transformation?

Government can establish policy. Organisations can invest in capability. But transformation only happens when people adopt new ways of working, and adoption is built on Trust.



That is why PAI has created HR Exchange.

Through expert insight, facilitated discussion, practical public sector case studies and meaningful peer learning, The Exchange creates a space where professionals can openly discuss challenges, share experiences, learn from one another and build trusted relationships that continue long after the event has ended.

Because the most valuable learning isn't simply delivered from the stage.

It is exchanged between peers.

The Exchange Philosophy

Every exchange creates value.

In business, value is created through the exchange of goods and services.

In professional life, value is created through the exchange of ideas, experience, insight and trusted relationships.

That simple belief sits at the heart of PAI's HR Exchange.

The Value of the Exchange

Every delegate arrives with their own experiences, challenges and perspectives.

Every delegate leaves with new ideas, practical insights and professional connections that create value long after the event has ended.

Throughout the morning delegates will exchange:

- ✓ Knowledge
- ✓ Experience
- ✓ Ideas
- ✓ Solutions
- ✓ Connections
- ✓ Confidence



The Exchange Programme

Throughout the morning, delegates will explore the issues shaping the future of HR through a series of themed exchanges.

✓ **The Policy Exchange** - Government priorities, workforce reform and the future direction of public service transformation.

✓ **The Trust Exchange** - Why trust has become the essential enabler of organisational transformation.

✓ **The Capability Exchange** - Building leadership, workforce capability and future skills for an evolving public service.

✓ **The Innovation Exchange** - Preparing organisations for AI, digital transformation and new ways of working.

✓ **The Practice Exchange** - Learning from organisations already delivering meaningful change across the public service.

✓ **The Connections Exchange** - Continuing the conversation through facilitated discussion and professional networking.

HR Exchange has been designed around one central belief:
capability creates potential, but trust enables transformation.

That is the ConversationThat is the Exchange.

Irish Centre for Diversity

The Irish Centre for Diversity is a Diversity & Inclusion (D&I)-focused business. We have a clear understanding of the strategic needs of an organisation that wishes to demonstrate its commitment to progress in this vital area.

We use cutting-edge tools and services to measure and inform organisations about workplace culture through the lens of FREDIE™ (Fairness, Respect, Equality, Diversity, Inclusion & Engagement)

Our Mission

We want organisations to do more than just tick boxes; we want them to transform the workplace environment to one which is Equitable and Inclusive.

Past Attendees





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Professional Learning and Development

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The Hilton Hotel, Charlemont Place, Dublin

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