



# THE HERALD

*the Newsletter of the HR Guild*

Edition 7 - December 2017



## Installation of The New Master and Annual Dinner



The new Master began the evening by welcoming all those who were guests and thanking those who had been instrumental in getting the Guild to its third Master. With over 200 people in attendance at the annual dinner, the Master went on to make a specific point of thanking

the past Master, Jacqueline Davies and Robert Potter the Founding Master for their continued support for him, the Guild and the profession at large. He went on to both welcome and congratulate the newly installed wardens: Senior Warden Danny Harmer, Middle Warden Paul Hucknall and Junior Warden Annette Andrews.

The Master set out the focus for the Guild and how we would achieve that while being a new and modern Guild. The focus of our work will be supporting the City and Lord Mayor's vision of 'helping one million people thrive'. The advancement of our profession to address the changing needs of our business and the skills our businesses require from a cutting-edge HR function and perhaps, most important of all, giving back to the community through charitable and pro bono activities that are anchored in our profession.

The Master went on to say that the Guild was in the hands of its members and through their involvement, enthusiasm and commitment we will, as a modern profession and Guild, achieve these aims.

The Master commented that the HR profession was about constantly enabling people and organisations to face up to ever changing challenges. As a Guild we are part of a long and proud tradition and we have the opportunity to weave being a modern Guild into the tradition of the history of Guilds and livery companies, a symbol of being able to build on the past while looking forward to the future.

Finally the Master reminded us all that fellowship is the glue in the system and that events like this and many smaller and less formal events throughout the year were about building, supporting and experiencing the joy of fellowship.

I am sure I speak for everyone when I wish our new Master and his partner Carlos a happy, successful and prosperous year.

John F Renz  
Clerk

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**Save the Date**  
**7th February 2018**  
**Charity Banquet Clothworkers' Hall**  
**Booking is now open online [www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk)**





*Above: Master Mark McLane. Second picture - Wardens Annette Andrews, Paul Hucknall & Danielle Harmer. Third picture - Past Master Jacqueline Davies, Master Mark McLane & Past Master Robert Potter.*

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## A Short Bio For Mark McLane Our New Master

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Mark McLane is the Head of Global Diversity and Inclusion for Barclays PLC where he is responsible for architecting a global diversity and inclusion strategy that will leverage organizational strengths, remain nimble in the ever-changing global business climate and enable Barclays to maintain their competitive advantage by driving innovation to its customers.

Prior to Barclays, Mr. McLane was the Director of Diversity and Inclusion for Booz Allen Hamilton, a professional services firm in Washington D.C. Previously Mr. McLane also held the position of Chief Diversity Officer for Whirlpool Corporation, a Fortune 500 global consumer product company in Benton Harbor, Michigan.

Mr. McLane was recognized by The Guardian's global LGBT power list, the Financial Times 100 LGBT business leaders in London and named in the top 50 global Diversity Executives by the Economist.

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## All Members Evening (Common Hall)

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WE ALL GOT TOGETHER!

On November 27th the new Master hosted our first ever all members meeting (Common Hall).

We were delighted to see that almost half the membership were able to attend this meeting and drinks reception. We were also particularly pleased to welcome a number of the Guild's new members.

The purpose of the evening, as well as being social, was to share and invite comment from the membership about the aims and objectives that the Court are considering and were discussed at a recent special meeting of the Court.

The evening was kicked off by a presentation from the past Master Robert Potter on the journey of the Guild so far and then a presentation from the Master about the future and how members can contribute, shape and get involved in supporting our vision of achieving livery status. The clerk also spoke and highlighted a number of organisational and structural developments that he and the assistant Clerk Debs Alder-Bentley are working on. These will be detailed and sent to members through the website, Herald and regular bulletins.

The evening ended with a drinks reception and a chance, sometimes the first chance, for members to meet each other and enjoy the fellowship of the Guild.

This all members evening (Common Hall) will now be an annual feature on our calendar and as agreed at the meeting this time with a follow up session to inform members of progress against the plan.

This was fellowship in action and gave us real momentum to shape and grow our Guild.

John F Renz  
Clerk

## Legacy and the three 'Fs' of the Guild...

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People often ask me why they should join the Guild. In some ways it's hard to articulate because more than anything the Guild is about giving back... to the profession, to the City, to charitable causes, and about creating a legacy for our marvelous profession.

### **Why you shouldn't join:**

Joining the Guild is definitely not about a return on your investment. As HR people I think many of us may have suffered the curse of being viewed as a cost centre for so long that we struggle to justify any expense that does not generate a return. But I want to be really clear – if you are looking for seminars and content and 'value' then the Guild is not the way to go – there are plenty of organisations that do this well and will happily take your cash.

### **And why you absolutely should join or renew your membership:**

For me it is all about the three 'Fs':

1. Philanthropy – giving back to the profession, to The City of London and to worthwhile causes and people. This might be through mentoring or as a committee member or buying a ticket to a charity dinner or donating an auction prize – the options are endless. It is our Guild. We have an opportunity, through the Guild, to pay forward the successes we have had in our careers.
2. Fellowship – being with brilliant people who want to do the same thing
3. Fun – does what it says on the tin... the world needs a little more fun in my view and the people I have met and also some of the City traditions offer just that

But this is first and foremost about philanthropy.

So if you are at a point in your career and life where you are ready and able to give back and want to build a Guild for future generations of HR people, then read on. And if you fancy attending some frankly amazing money-cannot-buy dinners and events in spectacular locations with people from in and around our profession, and are excited by the prospect of mentoring future HR talent then sign up here.

If we aren't for you yet not to worry – we will still be here building a legacy when the time is right!

If you want any more information please contact our Clerk John Renz (don't be fooled by the title by the way – John is our CEO) [clerk@hrprofessionals.org.uk](mailto:clerk@hrprofessionals.org.uk)

Have a great festive season and a well-deserved rest.

Danny

**Danielle Harmer Senior Warden**

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### **The website**

We are continuing to update and improve the website facilities and have recently given the Court and Committees its own tab where all of the dates for the 2018 Court Meetings and Finance and General Purpose Meetings can now be found. We will also be shortly adding all of the other Guild Committees to include Pro Bono, Charitable Trust, Communications Group and the Nominations Committee.

The online booking for the Charity Banquet being held on 27th February 2018 at Clothworkers' Hall will shortly be open and we would encourage you all to start booking. Can you please be aware, when booking online, that there are mandatory fields and if not completed you will get an error message, it does however highlight the field that you have missed so is easily rectified.

Many thanks,

Debbie Alder-Bentley- Assistant Clerk



## A Whistle stop Tour of Main Events in 2017...

I thought it would be quite good to do a whistle stop tour of the Guild events for 2017 so here is just a snippet of our main events this year:

On 15th February we held the HR Banquet in aid of the Charitable Trust, a fabulously successful evening at the Mansion House, where we were fortunate to have as our guest of honour, Sheriff and Alderman Peter Estlin.

On 27th April we held a New Members event kindly hosted by Lloyd's of London. The evening was a great opportunity for new members to meet with both Court members and other members of the Guild.

On 3rd July we held the Summer Banquet at Stationers' Hall and gardens. This gave us the opportunity to Install our Freeman of the Guild and enjoy a fantastic evening of fellowship and great food in outstanding surroundings. The whole event was such a resounding success that we have decided to hold our next Summer Banquet at Stationers Hall on 2nd July 2018.

On 10th October we held a HR Risk Event hosted by CRF and Eversheds Sutherland.

On 8th November we held our Installation & Annual Dinner at Ironmongers' Hall, a wonderful evening which we have featured in this addition so I won't bore you all again.

On 28th November we held our first Common Hall, all members evening, again featured in this edition but I would like to reiterate that going forward this will form part of our main calendar for the year.

Lastly we as a Guild were kindly invited to attend the Carol service at St Martin-with-Ludgate Church followed by lunch at the Stationers' Hall. I understand that this was a wonderful carol service with a particularly fine lunch and was enjoyed by all that attended.

Debbie Alder-Bentley  
Assistant Clerk

## An Invitation from the City Livery Club

I was asked to pass this invitation on to all members of our Guild. The invitation was kindly sent to us from Adèle Thorpe – Junior Vice President of the City Livery Club.....

### Open Evening - Wednesday 31st January 2018

The City Livery Club are holding the above evening in order to spread the word about our club and of course to publicise what we can offer with an aim of increasing membership from the Liveries and associate membership from the Guilds and Ward Clubs in the City of London. View our relaxing surroundings overlooking the Thames whilst learning about opportunities for networking with others in the Livery world. Our members enjoy inexpensive meals and drinks in the City in a quiet exclusive environment superb for business or private entertaining.

We are extending a welcome to come to members of the Company of Human Resource Professionals and one or two selected other city organisations at the highly subsidized price of £10 a head. Do come and enjoy a glass of wine and light refreshments and meet our existing members with no obligation to join. We are honoured to have as our guest speaker, Sir David Wootton, former Lord Mayor and Past President.

The formal presentations will provide background of the Livery and Civic City past and present and of the Club's facilities and reciprocal links, our events programme and the activities of our Sections.

Following these presentations, which are expected to only last around 20 minutes, there will be plenty of time for networking with other members of your guild and others and looking around the club and enjoying the refreshments. The evening will end at approximately 8.00 p.m. The dress code is business/smart casual.

**To book this event please see the invitation with full details which I have attached in your email along with this copy of this Herald.**

## Corporate Support – Our thanks

The Guild receives many types of support and in many forms but particular thanks are due to the following for their generous financial help with the Installation & Annual Dinner on 27th November:

Barclays

Aziz Corporate

For those interested in learning more about how your organisation can help build our Guild, please contact John Renz, the Clerk, at [clerk@hrprofessionals.org.uk](mailto:clerk@hrprofessionals.org.uk)

## Events Diary at a Glance

Date	Event
22nd January 2018	Court Meeting - Guildhall
31st January 2018	City Livery Club - Open Evening 6:00 pm
27th February 2018	Charity Event to be held at the Clothworkers' Hall
March 2018	Technology and people the next revolution - Date and venue to be confirmed
23rd April 2018	Court Meeting - Guildhall
25th June 2018	Court Meeting - Guildhall
2nd July 2018	Summer Banquet being held at Stationers' Hall
17th September 2018	Court Meeting - Guildhall
16th October 2018	Installation & Annual Dinner to be held at Drapers' Hall
November 2018	Common Hall - Date and venue to be confirmed
10th December 2018	Court Meeting - Guildhall



### Membership



**Nominations for new members** can be made by supplying the contact details of the nominee in the first instance to the Clerk of the Guild at [info@hrprofessional.org.uk](mailto:info@hrprofessional.org.uk)

**Applicants are welcome to apply Online by visiting our website on**  
[www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk)

### Twitter Account

If any HR Guild Members would like to tweet or re-tweet Guild news or events, the twitter handle is [@guildhrprofs](https://twitter.com/guildhrprofs)

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