

HR National Leadership Programme 2026 Programme Overview



CIPD

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The Worshipful Company of HR Professionals

Our guiding pillars

The Worshipful Company of Human Resource Professionals brings together experienced leaders, specialists and practitioners from the broad HR community. Its foundations are built on the London livery traditions of fellowship and supporting one another to grow and thrive professionally through networking and the Company's development activities.

Giving back is a fundamental part of what we do, through our charity and pro bono projects with young people and those who are disadvantaged or underrepresented in the workplace. We believe in creating opportunities, driving inclusiveness and putting people first in the world of work.

Our Development Pillar is fundamental to the rationale of offering this programme to up-and-coming HR Leaders and sits at the very heart of the organisation.

Fellowship

Create a strong community of HR Leaders engaging socially and professionally at a wide range of events and functions

Development

Create great HR Leaders through our development and mentoring programmes such as the apprenticeships and HRLP

Support our members with advice and guidance from our network

Giving Back

Grow and distribute our Charitable Foundation to HR related good causes

Provide Pro Bono support to charities and organisations to help put people first in the world of work

Livery Tradition

City of London Company

Livery Tradition

Working to achieve Worshipful

Company status within the City of London



Introduction



- The world of work is changing at pace and is more challenging than ever. The people factor in organisations and businesses is providing leadership teams globally with increasing complexity.
- Whether it's home, hybrid or office-based working or multigenerational teams to drive business performance, HR must provide strategic input across new and emerging topics and the more typical foundational issues of Reward, Recruitment and Talent Development.
- At the Worshipful Company of HR Professionals, we have developed our unique programme to build leadership capability in HR that will support existing leaders and develop emerging leaders into valuable assets for organisations large and small, fit for the future.
- It is rooted in individual and collaborative team learning led by experienced HR professionals going outside the typical academic style programme to shape practical experiential solutions. It has been developed for:
 - Current HR leaders who want to build out their experience, enhance their strategic thinking and grow their impact as part of a leadership team,
 - Emerging HR leaders looking to build capability and gain insight to prepare for bigger roles and,
 - Successful HR Directors who want to engage on current and emerging issues with peers whilst expanding their professional network in a learning environment, sharing insights and learning from others on people issues aligned to business strategy.
- Participants will join masterclasses delivered by industry experts and will be mentored by senior HR professionals, who will share personal insight and provide individual development support throughout the programme.



HR National Leadership Programme

How Does the Programme Work?

Now in its sixth year, the HR National Leadership Programme is an 8-month course for a maximum of 20 participants who will enjoy an immersive and personalised series of activities debating real business & HR issues with highly experienced senior HR Directors, Leaders and Specialists.

The key elements of the programme will be delivered through virtual interactive sessions and will include topical Masterclasses and problem-solving workshops; each participant will be supported by an experienced mentor to maximise their personal and professional development.

Integrated with Networking activity and the opportunity to participate more widely in the Worshipful Company of HR Professionals charity and volunteer activity.

The Future of Work

- Connecting Business Strategy & HR
- Developing a Growth Mindset
- Workplace and organisational design

Digital Transformation

- Technology, AI & HR
- Data, analytics and solutions
- Rewards & Benefits for tomorrow

EVP to support business growth

- Collaboration and engagement
- Connecting Wellbeing, CSR & EVP
- Inclusion's next phase

Influencing Change

- HR shaping not supporting
- HR leaders as coaches
- Developing ourselves and new leaders



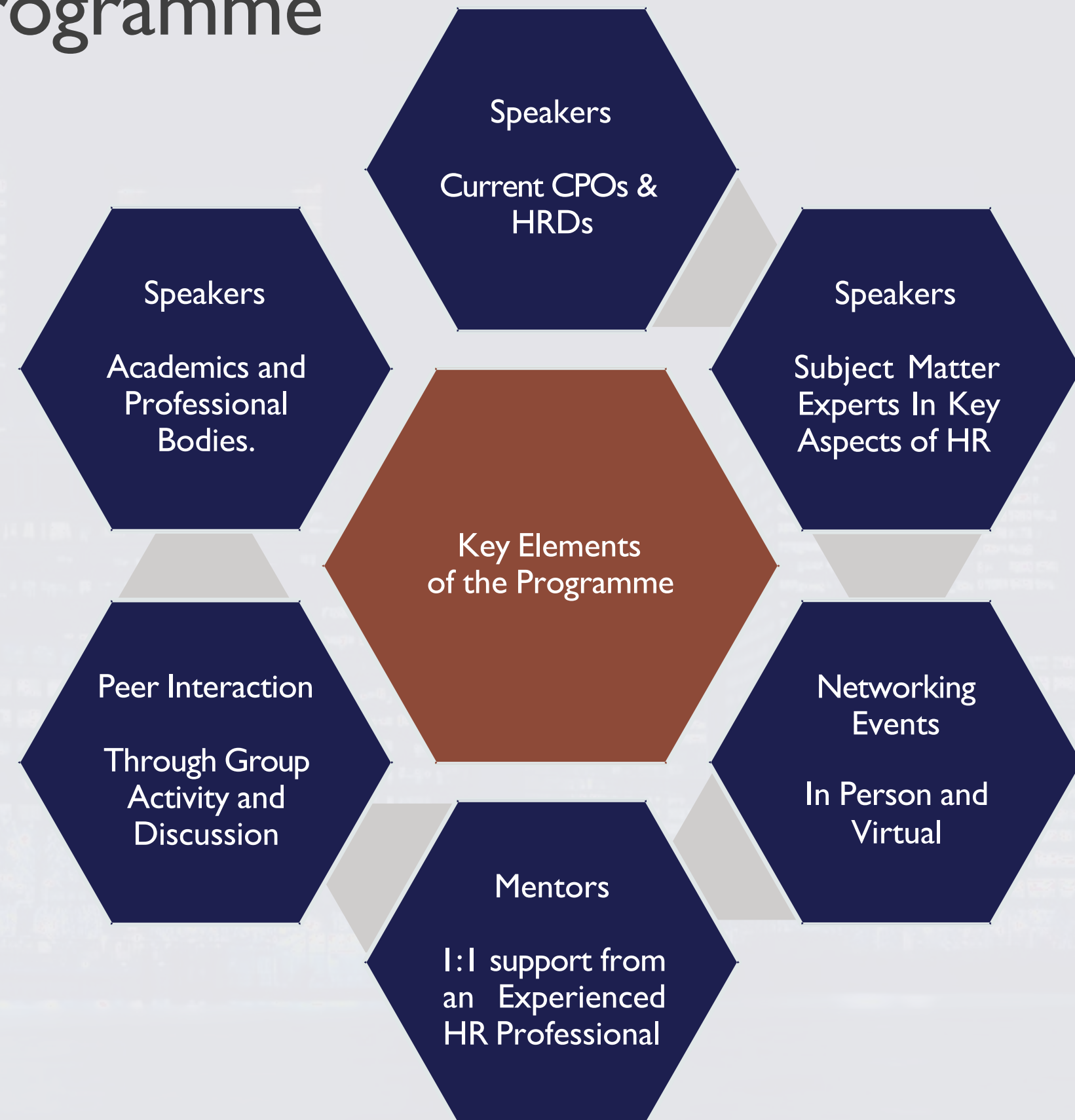
HR National Leadership Programme

The Worshipful Company of HR Professionals whilst rooted in the traditions of London's Livery world is very much focused on the future of HR Leadership.

We want to help shape senior HR Talent to be even more impactful and valuable in leadership teams across a wide range of industries and sectors.

This programme seeks to build on areas such as leadership skills, critical thinking, professional confidence and help develop HR leaders that are strategically and commercially able to nurture organisations through the turbulent and changing workplace environment.

This is partially achieved by providing access to HR leaders who are, or have been, instrumental in shaping the success of their businesses.



HR National Leadership Programme

“Participating in the National Leadership Programme has been a transformative experience, both professionally and personally. It has reshaped my identity as an HR professional, broadening my perspective to see myself as a strategic business leader. The programme has deepened my understanding of an organisation as a whole, reinforcing the importance of being curious, constructively disruptive and consistently asking the right questions.

The evolving role of HR, particularly over the past five years, demands a strong voice and a prominent seat at the table. As HR professionals, we have a critical responsibility to drive meaningful change for our people, change that ultimately contributes to the sustained success of our organisations. To remain effective in this role, it is essential to stay informed and proactive, navigating both local and global developments to prepare for the future of work.

The programme’s structure, encompassing MasterClasses, Group Action Learning sets, Mentor Coaching, and Master’s Seminars on ESG, as well as various networking opportunities, has been invaluable. These experiences have significantly expanded my knowledge of the workplace and strengthened my understanding of the critical role HR plays in shaping a better future. This growth has fueled my commitment to ongoing professional development, which is essential for progressing further in the HR profession.

One of the most significant outcomes of the programme has been the enhancement of my commercial acumen and professional curiosity. These skills will ultimately strengthen my credibility with senior leaders, enabling me to build more robust relationships across functions. This foundation allows me to better navigate challenges, identify opportunities, and deliver solutions that drive positive outcomes for both my current organisation and any future roles I may pursue.

The programme also provided an invaluable opportunity to connect with HR professionals from diverse sectors. This network has been instrumental in broadening my understanding of HR practices across industries, and I am committed to leveraging this talent pool for ongoing learning and collaboration. These connections would not have been possible without the National Leadership Programme and have significantly enhanced my critical thinking and strategic perspective.

Overall, the National Leadership Programme has equipped me with greater confidence in my understanding of HR’s role in both workforce development and organisational growth. The insights gained have reinforced a key lesson: we cannot solve today’s problems with yesterday’s solutions. This programme has laid a strong foundation for my continued professional development and contributions to the future of the HR profession”.



Recent Participant Reflections



The Programme helped me become a more intentional, future focused and confident HR Leader

Paul Callery



It met my need for depth and strategic stretch rather than adding another layer of technical knowledge

Mark Paton



I am sad that the programme has come to an end – the sessions have been very current and pertinent to my role”

Jake Orros



“This is a really good programme; the breadth of it, the network I have grown, the topics covered ...it kept me engaged”

Erin Hughes



“The Programme challenged me to step beyond Reward and reinforcing that HR is about driving business success through data, inclusion, and leadership”

David Cox



The mentoring is excellent, very supportive. Providing great insight and learning”

Chloe Parker



”The Masterclass speakers were brilliant; all the topics were good and relevant”

Trisha Gajjar



“I have loved the programme, really valued it – I wish I could have done it years ago; I have learned so much”.

Edward Macartney



Recent Speakers Included

Aaron Alburey
Founder at Lace
Partners

Annette Andrews
Former CPO, Lloyds
of London

Nikki Auret
CPO ICBC Standard
Bank

Peter Cheese
CEO, CIPD

Steve Cave
Director, Employee
Benefits, Evelyn

Kate Hamilton
Former CPO, IQUW
Group

Danny Harmer
CPO, Aviva

Julie Harrison
CHRO, Resolution Life

Kate Headley
Diversity & Inclusion
Change maker,
Clear Co

Paul Hucknall
Head of Private
Banking, C Hoare
& Co

Ben Newman
Head of Organisational
Effectiveness, Barclays

David Pacifico
HR Thought Leader
Talent Management

Judy Parfitt
Former CPO, Vitality

Catherine de la Poer
Futurologist &
Leadership Consultant

Stephen Sidebottom
Chair, Institute of Risk
Management Institute

Perry Timms
HR Thought Leader





HR National Leadership Programme

Applications

- If you would like to know more about the programme please contact Development@hrprofessionals.org.uk
- The closing date for applications to join the HR National Leadership Programme is 31st May 2026. The programme will commence in Summer 2026.
- Numbers are strictly limited, so you are encouraged to register your interest as soon as possible by completing the application form at www.hrprofessionals.org.uk or contacting the HR Company on Development@hrprofessionals.org.uk

Programme Fee

- The cost of the HR National Leadership Programme is £5,000 + VAT for corporately sponsored participants & £3,200 + VAT for non-sponsored participants.
- You will then be offered the opportunity to become a member or Freeman of the Company after that period.

Worshipful Company of HR Professionals Membership

- Included in your programme fee :
 - 1:1 mentoring with an experienced HR leader
 - Two year's membership with the Company and the ability to participate in our formal and social networking events.
 - The opportunity to participate in our charity and volunteer activities



are proud to sponsor the Human Resources Leadership programme at the Worshipful Company of HR Professionals

We are one of the UK's leading integrated providers of investment management and financial advisory services, delivering an unparalleled range of services that meet your business needs. In recognition of the fact that 'you don't know, what you don't know', we have created a complimentary strategic review service, which includes a detailed analysis of existing benefits, along with insight as to available options. For more info contact. Steve.cave@howdeninsurance.co.uk