



# THE HERALD



*the Newsletter of the HR Guild*

Edition 13 - December 2019



## THE FIFTH MASTER OF THE GUILD

The Fifth Master of the Guild of Human Resource Professionals, Paul Hucknall, was installed at the Barber-Surgeons' Hall on 16th October 2019. An extract of his introductory speech is on page 2.



## INSTALLATION OF WARDENS



Pictured to the left are our newly installed Wardens pictured with our new Master Paul Hucknall. From left to right: Aaron Alburey - Junior Warden, Andrea Eccles - Middle Warden, Paul Hucknall- Master and Annette Andrews - Senior Warden.

Featured in this edition:

- **The Master's Speech....**  
**Page 2**
- **A New Member of the Court....**  
**Page 3**
- **Can You Help Build The Next Generation of HR Talent....**  
**Page 3**
- **Important Changes in the Guild....**  
**Page 4**
- **Events Diary....**  
**Page 4**



## FREEMAN OF THE GUILD

Prior to the Installation Dinner, the Court were delighted to award a number of loyal and longstanding members Freeman of the Guild. A full list is detailed below:



Above The newly appointed Freeman pictured with the Master, from left to right: Richard Colgan, Lisa Gerhardt, Paul Hucknall-Master, Heather Greatrex, Jane Mann and Andrew Trapnell

## THE NATIONAL HR LEADERSHIP PROGRAMME



Photograph to the left: Some of this year's successful participants of the HR Leadership Programme receiving their certificates.

In the new year a special Herald featuring the presentation for the 2020

National HR Leadership Programme will be produced but we wanted to let you all know that the **application process is now open.**



**Save The Date**

**11th March 2020**

**Charity Dinner at Saddlers' Hall**

## THE MASTER'S SPEECH

---



The Master began by making a number of thanks including the guest of Honour, Gwen Rhys.

We are in the Barber-Surgeons' Hall, but you didn't need me to tell you that... a quick bit of history... The Barber's Company, whose hall we are now sitting in, has existed for a mere 711 years (700 years in 2008) and was originally a Barber's Company only, until surgery moved from being a bit of sideline for barbers, to being a separate 'thing' (a profession you might say) and eventually just after 1500, the Barbers and the Surgeons came together. Barbers were of course the older and more highly paid profession and so took top billing. It took another 250 years, until 1800 before the surgeons got ideas of independence and started their own "thing" that they called Royal College of Surgeons. Catchy, I'm sure you will agree.

So, as you can see, things in the world of livery move at what in corporate jargon we would call a "measured pace". By comparison, the profession of Human Resources has moved pretty fast. Accounts differ, but it appears that our profession first appeared at the end of the 19th Century, just around the time the Barber's Company was marking 550 years. Human Resources appears to have started as a 'welfare' function; often primarily involved with the protection of women and girls in the workplace, in reaction to the harshness of industrial conditions.

I was fascinated when I read that fact. Just stop to think about that focus for a moment – and how many of us are spending our time today. Many of you, like me are I'm sure focused on employee wellbeing; on supporting people to be their best; on culture and inclusion. A survey published in Personnel Today in May 2019 cited 'employee wellbeing' as the top priority for HR departments in 2019.

So maybe we are not moving as fast as we thought.

If our profession is only just over 100 years old and our Guild closing in on five years, then we are truly only at the beginning of something. So, if you are here and you are not a member, you are by no means too late! All of us here are at the start of a movement (!) and we all have the chance to shape what it will be...

I must at this stage thank the Masters who have preceded me; Robert Potter, our founding master, of Jacqueline Davies, Mark McLane and of course, my immediate predecessor, the irrepressible Danny Harmer (I say irrepressible but to be honest, not many of us would have the courage to try to repress her, so it is untested!). Danny's energy and chutzpah, I can only hope to match.

Let me say just a few words about the Guild. One of our most important goals is to help others into the profession

and through the profession and I wanted to just highlight two areas of focus which I hope in my year as master we will advance – and where you can get involved!

Firstly, we have just completed the first cohort of our National Leadership Foundation development programme, which has been a wonderful success, aimed at supporting the development of future HR leaders, with support and faculty being provided by members of the Guild. We are delighted to have celebrated the completion of the programme earlier this evening and to welcome a number of the cohort here this evening. We very much hope they will become members. This leadership programme has been designed and led by Past Master, Jacqueline Davies, and it has been a fantastic success due to her hard work and commitment. In fact, it quite simply could not have happened without her personal dedication and frankly, sacrifice, to make it happen – and we owe her a huge debt of gratitude. We will shortly be launching the second programme, and we would love members to be involved, either by nominating people from their organisations or offering to mentor if they are in a senior HR position. This activity goes to the heart of our goals, so please look out for more information on that – or have a chat with any of the Court members here tonight.

Secondly, and this is one of the reasons I am so proud to be part of this Guild, part of our main focus of energy this year will be on energising the pro-bono work of the Guild. We have a great working group led by Geoff Morgan focused on it, and it is a great way for HR Professionals to give something back to the wider community using their expertise to support organisations who wouldn't have access to that expertise.

People sometimes ask me why they should join the Guild and it's important to remember the Guild is about promoting our profession and giving back to it – so there you have two great reasons! To paraphrase John F Kennedy – joining is in larger part about the value you can give to the guild to support its purpose.

So, I have a call to action for us all:

If you aren't a member, please join. Whoever invited you as their guest probably did so because they think you are a great potential member. If you are a member, please become an advocate and find new members. And if you are already an advocate why not get involved with the Court and some of our committees and charitable activities. We are currently looking for two new court assistants (our court is our Board) so if you are interested, please tell one of us!

## A NEW MEMBER OF THE COURT

---



The Guild are delighted to welcome Andrew Wilkinson as a new member of the Court. Andrew is currently Group MD, EMEA and APAC at People Scout/TMP Worldwide. His career in recruitment began in the early 1980's spending time based in Boston, USA before leading the charge on TMP's 13 acquisitions in 2 years in the mid 90's which included Austin Knight and MSL. He launched Monster.co.uk for the parent Monster.com and was Chief Executive Monster Europe during the crazy dot com boom years of 1999-2001 building the Monster network

from 4 to 17 countries. In 2006 he led the Management Buyout of TMP Worldwide from Monster and managed the business under Private Equity ownership before selling the business to PeopleScout, the world's largest RPO business in 2018. He comes to us with a wealth of experience of HR from Employer Branding to RPO and Diversity & Inclusion to Social Media and has Chaired the Judging Panel at the RADS on two occasions.



## CAN YOU HELP BUILD THE NEXT GENERATION OF HR TALENT?

---

Roehampton Business School is looking to develop relationships with organizations within the Greater London area who can offer professional placements or projects for our Undergraduate Human Resource Management students. Placements and projects are key to our students developing their applied HR knowledge and skill.

Students will have been fully prepared for these opportunities through a range of employability modules designed to develop their 'business readiness' that enables students to:

- Develop their self-awareness, build their confidence and resilience
- Demonstrate curiosity about the world they live in so they are better prepared for future change
- Develop their ability to plan and evaluate tasks that deliver results to a high standard and in an ethical and sustainable way
- Understand the activities that are key to job performance and how these fit into an organization's overall goals

### **Duration of placements and projects**

Professional Placements range between 15 weeks to 12 months, starting in January, or June each year.

Projects run for approximately 12 weeks, between January and April each year.

For an informal discussion about these opportunities please email Christina Evans (Business School Deputy Director) [c.evans@roehampton.ac.uk](mailto:c.evans@roehampton.ac.uk), or contact the University Placement Office [internships@roehampton.ac.uk](mailto:internships@roehampton.ac.uk).

We look forward to hearing from you.

## IMPORTANT CHANGES



We need to make you aware of some important changes happening to improve the way that we do things within the Guild.

### Changes to the Guild's Bank Account Number

The Guild will be changing the main bank account number as from the 1st January 2020. All payments to the Guild after that date will need to be paid into a different account. You will all be notified by email with the new account details and any new invoices coming out to you will contain the new information. Existing invoices can be paid into the account stated on your invoice.

### A Change of Postal Address

The postal address for the Guild will be changing from 1st January 2020. The new address for correspondence will be 7 Bell Yard, London WC2A 2JR.

### Direct Debit

To improve the process of collection of membership fees, both joining and renewals, we have decided to move to a system of payment by direct debit. This will now be compulsory for all new joiners and will be rolled out to the wider membership throughout 2020. We hope that you will see this as a positive step and should you wish to sign up please contact the the assistant clerk on [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk).



## Events Diary at a Glance



Date	Event
17th February 2020	Court Meeting
11th March 2020	Charity Dinner - Being held at Saddlers' Hall
20th April 2020	Court Meeting
May 2020	New Members Event - Date and venue to be confirmed
22nd June 2020	Court Meeting
7th July 2020	Summer Drinks Party - Being held at HQS Wellington
21st September 2020	Court Meeting
12th October 2020	Installation Dinner- Venue to be confirmed
November 2020	Common Hall - Date and venue to be confirmed
7th December 2020	Court Meeting

Guild of Human Resource Professionals

7 Bell Yard • London • WC2A 2JR

T: 01353 363 863 • E: [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk) • W: [www.hrprofessionals.org.uk](http://www.hrprofessionals.org.uk)