



THE HERALD

the Newsletter of the HR Guild

Edition 16 - July 2020

A MESSAGE FROM THE CLERK - John Renz

In these extraordinary times when communication is vital we have put together a much more comprehensive Herald to make sure you can see and read about just how active we are. The Guild is hugely indebted to so many of our members and Court officers for their efforts to communicate. So if you have something to say or just want to tell us how you are doing, join the fortnightly call and/or write something for our next Herald - we are always keen to hear from you.

PRO BONO - OUR STORY SO FAR - Lex Verweij Chair of our Pro Bono Committee



One of the primary reasons for our existence as a Guild is to give back to society. The Pro Bono Committee has, since its formation at the end of 2019, been involved in numerous volunteer projects where our HR expertise and experience is making a real difference. Despite the difficult working conditions caused by the Covid pandemic we have several exciting projects going on at the moment: We are working for the Sea Cadets in helping cadets prepare for the labour market with interview training and CV preparation. Audrey Smith and Andrew Pullman are leading this work and expect to complete the project in the second half of the year.

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**Save The Date
Virtual Summer
Drinks Party
23rd July 2020
6:30 pm - 8:30 pm**



Pro Bono - Working for the Sea Cadets



We are working with "Making the Leap" a charity focused on employability, where we are delivering Masterclasses on HR and HR analytics to engage and help their Fellows in preparing for a career in HR. Stephen Sidebottom, Steve Shaw, Louise Brown and myself are developing the Masterclasses with help from Joe Honess from Visier, a leading HR analytics software company. This work will be completed before the summer holidays to ensure we reach as many of the fellows as possible. We believe that giving back is one of the main reasons for experienced HR practitioners to join our Guild, so please do reach out to myself or anyone else on the committee if you would like to be involved in our pro bono work.

SIMON RUSSELL - THE GUILD'S NEW HONORARY TREASURER



The Court is delighted to announce the appointment of Simon Russell as our new Honorary Treasurer. As the Guild redoubles its effort to achieve the necessary preconditions to becoming a Livery, the role of finance and its management becomes ever more important. Simon has over 20 years' experience of working in the city and the UK in professional services firms and brings a huge level of experience to us. Further, he will help us re-fashion the Finance and General Purposes Committee to drive our organisational effectiveness. I am sure you will all join me in welcoming Simon.

left: Simon Russell the Guild's new Honorary Treasurer

FOCUSED AND SUSTAINABLE - A Message from the Master

Below: Master Paul Hucknall

As we approach the halfway point in the Guild's calendar year, it is appropriate to assess where we are, celebrate success and re-commit to our objectives and plans.

When installed as Master I did not anticipate the turbulent and unprecedented time that we would experience. As the saying goes however, "calm waters do not make good sailors" and I am proud of the way in which the Guild, through its Court and members, has responded.

At the centre of things

At the fortnightly calls for members, organised by our Senior warden, Annette Andrews it is obvious that HR professionals and those working in this field are at the centre of how organisations are managing through unprecedented times.

City of London

Last year we re-committed to achieving Livery status within the City of London. This is not an end in itself, but being a Livery company helps ensure that the voice of HR can be heard and can influence what is arguably the largest and most successful collection of trades, craft and professional associations anywhere in the UK.

Being a Livery company is about far more than just the City of London, for we all know that what happens in the square mile influences and affects our entire economy and society.

Giving back

Within a myriad of networking and reference groups our differentiator is our focus on giving back. Through the leadership of Middle Warden and Charitable Trust Chair, Andrea Eccles and the Chair of the Pro Bono group and court assistant, Lex Verweij great progress is being made.

The hard evidence of this work is our growing link with the Sea Cadet's Association and their work with often disadvantaged young people. In addition, our recent support through the Trust for "Making the Leap" which is a charity focused on employability.



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Growing the membership

Under the chairmanship of Freeman Andrew Trapnell much work has and is being done to significantly widen the membership number and base. This in turn will be supported by even more focus on growing the membership. To support this there are also several changes coming on how we administer and manage the membership application and renewal process.

National Leadership Foundation 2020

Supporting people within and through the profession is an extremely important aspect of our work. There will be revisions to the National Leadership programme because of the pandemic and the programme will be announced shortly. The Guild is indebted to all involved but particularly Court assistant Stephen Sidebottom and past Master Jacqueline Davies

Keeping you informed and getting your thoughts

There is little point in having all this activity unless you know about it and know how to contribute. To this end we have established under the chairmanship of Court assistant Vitaly Zybin, the events and communication group. This group has already initiated a survey of members and I would implore you to give this feedback to ensure that the Court is aligned with what matters to you.

A Plan

Communicating and advertising our focus and direction is not only key to our internal communication but also to prospective members and the outside world. To this end, much work has been done on pulling together in one place our strategic focus and business plan. Over the coming months you will begin to see this document used widely for the purpose of not only informing members but acting as a guide to achieving Livery status. My thanks are due to the Senior and Junior wardens, Annette Andrews and Aaron Alburey as well as Court assistant Andrew Wilkinson. In addition, my sincere thanks must go, as always, to our Clerk, John Renz.

The Guild is just over five years old and largely made up of people working full time, and sometimes with families. If we are to achieve sustainable growth and our ambitious programme for the Guild, our plans need to be implemented in a measured and considered way.

Fellowship in extraordinary times

Our Guild is a diverse group of individuals, many of whom will be directly impacted by the current circumstances, managing the personal and professional impacts of the Covid-19 crisis and its effects. This puts into sharp focus one of the real benefits of the Guild, which is the fellowship and mutual support between members. When things get difficult it is heartening to see the level of connection and support that our Guild and its members are providing to each other.

I am delighted to observe, that halfway through our year, there is a real focus on positive action and setting ourselves up for the future.

Stay well,
Paul

Paul Hucknall
Master

WIDENING THE NET- Freeman Trapnell, Chair of the Membership Committee

Left: Andrew Trapnell Chair of the Membership Committee



As I reported in the last Herald, we wish to ensure the widest possible representation of HR professionals within the Guild. For some, we understand that the financial commitment of the annual membership fee may be a burden, but we don't want financial constraints to deter those who are at an early stage in their careers, retired or not currently working from joining or continuing to be members of the Guild. Members in the following situations may now apply to pay a reduced annual fee (for 2020 this will be £200):

- In the first 10 years of their HR career
- Those who have retired or who are otherwise not currently working
- Those living overseas, or living in the UK, but sufficiently far from London that they would struggle to attend events

Membership administration - important changes to our membership renewal process

We have been moving to payment by direct debit for some time and I need to let you know that from 01/01/21, all annual membership fees will be taken via direct debit. We are also, over this time, moving to an annual renewal date. This should make it easier for people to plan and crucially result in less of the Guild's funds and time being diverted towards collecting individual memberships. We will be writing to you via email and to your home address to set out clearly how we will implement this. We appreciate that this represents quite a change but one which will enable the Guild to keep the membership fee the same and commit more funds to our giving back.

Lastly we completely understand that for many this is a very uncertain time so rather than just cancelling your membership because of a temporary issue, please discuss with us any issues you might have and we will work with you to come to a solution.

GUILD APPRENTICES - THE FUTURE IS HR! - Freeman Trapnell, Chair of the Membership Committee

One of the main values of the Guild is 'giving back' and so following the traditions of Livery and Guilds, we will welcome those just starting in their HR careers to apply to become 'Apprentices' of the Guild. Those who have less than 5 years post education HR experience can become an apprentice for a period of up to three years. There is no annual fee, but the apprentice will be asked to undertake a small amount of pro-bono work for the Guild and make a small donation to the Charitable Trust. In return the 'apprentice' will be assigned a 'Master' (experienced member of the profession) with a skill set that is a match for the apprentice needs, and who will provide advice and guidance as well as a couple of mentor sessions each year.

THE COURT

The Master was delighted at the last virtual Court meeting to welcome new Court assistants who were nominated from the membership. We still need to work very hard to be a diverse and more inclusive Court and therefore we are particularly keen to hear from you if you would like to contribute at this level.

Introducing The New Members of the Court



Stephen Sidebottom



Steve Shaw



Julie Harrison



Lex Verweij

EVENTS AND COMMUNICATIONS COMMITTEE - Vitaly Zybin, Chair of the Events and Communications Committee



Above Vitaly Zybin- Chair of
the Events and
Communications
Committee

Have Your Say

The newly formed Events and Communications Committee has started to look at all aspects of the way we reach out internally and externally as a Guild as well as developing a varied and relevant calendar of events, which is particularly important in the new socially distanced and remote environment we suddenly found ourselves in this year.

Member Survey

To this end a members survey was launched to better understand interests and priorities of our members, and I encourage all of you to complete it so that our future programme of events can be tailored to your interests and preferences. Lastly - but equally important - if you are interested in the work of the committee and would like to contribute, please reach out to me directly, we need your help.

LETS KEEP TALKING - VIRTUAL MEETINGS

The Guild continues to keep in touch with our members, via Zoom with our fortnightly calls. The next call is 15th July from 12:00 noon to 13:00. We look forward to welcoming you.

Zoom Calls - if you haven't already got an invite and would like to join the call - please contact
Annette Andrews
Senior Warden
Mobile: 07849 136293
Email: aandrews1095@gmail.com

Events Diary at a Glance

Date	Event
23rd Jul 2020	Virtual Summer Drinks Party from 6:30 pm to 8:30 pm - Details to be advised
21st Sept 2020	Court Meeting
12th Oct 2020	Installation Dinner- Now postponed, new date to be advised
Nov 2020	Common Hall - Date to be confirmed
7th Dec 2020	Court Meeting

Support

Please do not forget we are setting up a fortnightly meeting via Zoom for all to join. The meetings will be scheduled in for an hour every other Wednesday, commencing 8th April, from 12-1pm.

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@hrprofessionals.org.uk

Applicants are welcome to apply Online by visiting our website on 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)

Guild of Human Resource Professionals

7 Bell Yard • London • WC2A 2JR

T: 01353 363 863 • E: info@hrprofessionals.org.uk •

W: www.hrprofessionals.org.uk