

# THE HERALD

*the Newsletter of the HR Guild*

**Edition 19 - November 2021**

## The 7th Master of The Guild Andrea Eccles



We are delighted to introduce you to our 7th Master of the Guild, Andrea Eccles.

Andrea is a co-Founder of the Guild of Human Resource Professionals and worked with Robert Potter (past Master 2015/16) alongside two key advisors to set up the Guild in 2015. Since then, she has held many Guild roles including the Chair of the Charitable Trust and is now the Master.

She has a strong background in both business and people management. She started her career in HR in investment banking with Citi and then Chase (now JPMorgan Chase) before assuming senior consulting roles in the profession. She established an HR Consulting practice in the late nineties which was acquired by Aim-listed Fairplace Consulting Plc. Following this, she was appointed a main board executive director of Fairplace from 2000 to 2005 where she co-led the City practice.

In 2007, she assumed her current role of CEO of the City HR Association Limited, which is the professional body for HR practitioners in Financial Services. The Association has 175 corporate/institutional members and is governed by 12 HR Leaders from member firms.

Throughout her time in HR, Andrea has built up a strong knowledge of most elements of people management with a strong background in reward, regulation, governance, culture, talent management and diversity and inclusion.

Her background as a company director has helped her to work in the interests of all stakeholders and has translated to both her role as a Trustee and then Chair of the HR Professionals Charitable Trust as well as a member of the Guild's Court.

She is passionate about contributing to CSR, the City and the evolution of the HR profession. She has a Masters Degree in Human Resource Management and is a Fellow of the Chartered Institute of Personnel and Development.

In her personal life, she lives with her husband and daughter in West Sussex and also has a grown up step-daughter who lives nearby. She can often be seen driving old cars frustratingly slowly to vintage and classic car meets on the South Downs. She is also passionate about art and live theatre and is often involved in charity events of this nature.

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If you would like to read the Master's Installation Speech you can access it via this [link](#)

# The Installation Dinner at Saddlers' Hall

On 12th October 2021 the Guild held our annual Installation Dinner at the prestigious Saddlers' Hall. It was a wonderful evening and it was great to see so many of our members.

Below are some of the photographs from the evening however, there are more photographs on the website which you can access via this [link](#).

Below are a few quotes from emails we received after the event:

*"Our guests had the most amazing time – it went so smoothly, the food was magnificent and we all really enjoyed ourselves."*

*"Our face to face events are back with a bang !"*

*"I wanted to thank you for a most enjoyable Installation Dinner at Saddlers' Hall. It was an excellent event and very well organised on all fronts."*

*The dinner at the beautiful Saddlers' Hall was excellent, and I really enjoyed hearing about the HR Guild journey."*

*"Just to say a great big thank you to you all for all your hard work pulling together last night's event. I loved hearing all about the Guild and their good works in the HR community, the Charitable Trust and your own Leadership Programme."*



## HRLP

Upon successful completion of the HR Leadership Programme, the Cohort that were able to join us for the event, were presented with their certificates by the Past Master, Annette Andrews.



## Freeman Oaths

Prior to the dinner taking place, Members were invited to take their Freeman Oaths and were presented with certificates from the Master, Andrea Eccles

## Installation of the Master and Wardens



Pictured to the left is our newly installed Master and Wardens. From left to right: Andrea Eccles - Master, Aaron Alburey - Senior Warden, John Renz,- Middle Warden, Stephen Sidebottom - Junior Warden.



**Above: Members and their Guests enjoy the reception and dinner**



## The Master and Wardens invite ALL members of the Guild to an online Christmas Party and Festive Quiz on Thursday 16 December 2021

Wear your best Christmas jumper, dust off the festive zoom background, those reindeer antlers and warm your mince pies and mulled wine.

The Guild has so many members either globally or throughout the UK we wanted to try and engage those near and far.

Lots of opportunity to chat and meet other members and hopefully win a prize!

Do join us for this Festive get together from the comfort of your own home.

Register to attend this fun event via the link below:

You are invited to a Zoom meeting.

When: Dec 16, 2021 19:00 London

Register in advance for this meeting:

[https://us02web.zoom.us/meeting/register/tZ0rc-itrDwoGtSi18w3cWvY\\_Isrybo4hNBy](https://us02web.zoom.us/meeting/register/tZ0rc-itrDwoGtSi18w3cWvY_Isrybo4hNBy)

After registering, you will receive a confirmation email containing information about joining the meeting.

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## An exciting opportunity for Guild members who work within the City of London to engage in the Governance of the Corporation

If you work or live in the City of London, you may already know that registration is currently underway ahead of next year's elections. These elections are unique, in that City workers are eligible to vote, irrespective of where they live, if they are registered by their organisation.

The elections for 100 Common Councillors in March will be the first test of City democracy since the pandemic. Strong registration and turnout figures, which will be viewed as a clear sign that the Square Mile is back in business.

If you work in the Square Mile, please feel free to encourage your organisation to submit its return prior to the 16th December deadline. If you would like to request a vote yourself or find out more information, please visit [www.speakforthecity.com](http://www.speakforthecity.com) or email the City Corporation election engagement team on [vote@cityoflondon.gov.uk](mailto:vote@cityoflondon.gov.uk)



## Garden of Remembrance Service

On Monday 8th November the Master and Clerk represented the Guild at a service of Remembrance held at St Paul's Cathedral.

This was the first service held since November 2019 and was a unique opportunity for the Livery, Civic leadership, Civic Services, Military and City dignitaries to pay their respects to the fallen. Each Guild/Livery had a cross with the Guild's name on, the Masters take part in the cross planting.



## Gift Aid

We recently launched an appeal to secure the remaining funds for our Charitable Fund. Frankly, the Charity has performed amazingly well over the past year which has accelerated our ability to make an application for the next level. We would like to capitalise on this and challenge ourselves to reach the mandatory target set for all Guilds by the Court of Alderman by the end of 2021 so that our application can be structured – and hopefully submitted - in the first half of 2022.

To date, 8 individuals have kindly donated a combined total of £12k using Gift Aid meaning that we are just £18k short of this mandatory target. One of these was for an extraordinary amount which was beyond our wildest dreams and the remainder are generous contributions broadly in line with the annual membership fee. We understand that this is typical of other Liveries.

If you are happy to make a voluntary contribution, would you kindly complete this [interactive Gift Aid](#) form and send this back to the Clerk. The amount can be inserted either as a one-off sum or as monthly giving (please add per month after your stated contribution for the latter). An updated graphic is [attached](#) which reflects our progress. If any company has a surplus in their charity-giving fund, would you please also think of us.

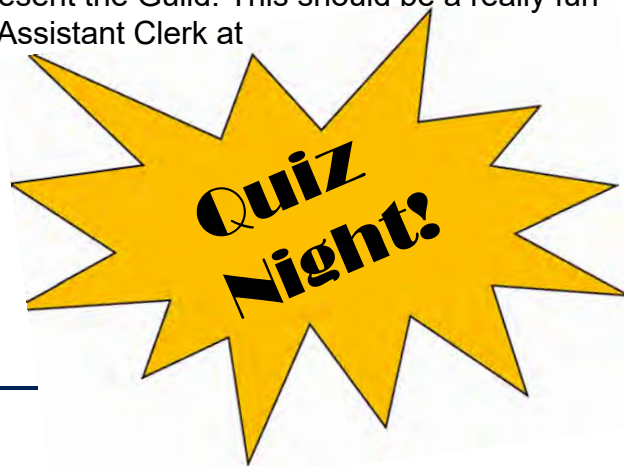
Thank you.  
Andrea Eccles  
**Master**

## Inter Livery Quiz Night

The Worshipful Company of Tax Advisors has invited the Guild to Join them for a quiz night and we are looking for 3 People to Join our Middle Warden to represent the Guild. This should be a really fun evening and if you would like to attend please contact the Assistant Clerk at [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk).

For details please see below:

Date: Thursday 25th November 2021  
Time: 6pm for 6.30pm  
Dress: Business Attire  
Venue: Guildhall Club Room  
Price: £55 per head



## National Leadership Programme

We will soon be launching the Guild's 2022 HR National Leadership Programme (NLP). The NLP develops HR Leadership skills in critical thinking, professional confidence, and the ability to establish an informed and commercial point of view on organisational challenges and opportunities. It's an executive programme rooted in individual learning and reflection led by experienced HR professionals, mostly members of the Guild.

The NLP comprises a mix of masterclasses, mentoring and self-directed personal development planning supported by high profile successful HR Leaders who bring their experiences and capabilities. Learning is based around tackling today's business challenges and being part of the debate with other programme members on how to respond to real problems.

Guild members act as mentors and focus on the participants' personal development plans and learning journey, building on their strengths, and helping them tackle areas for development. Our masterclasses provoke participants to think more deeply about key HR subjects critical to future business success.

There are still just a few places on the next programme. If you think this could be just what you or someone in your network needs more information and details of the application process can be found on the Guild's website at [Link](#).

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## Pro Bono Mentoring for Members of the Guild

Just a short reminder to all members that the Guild is able to offer up to 6 hours of pro bono mentoring per year. We have six mentors, many of whom are qualified coaches, on the platform and now have three people who have taken up the offer to be mentored.

Mentoring can be the 'classic model' of a less experienced person being mentored by a more experienced person but it can also be peer mentoring or specialism mentoring – where you can be mentored on areas of expertise by mentors who have experience in that specialism. You are able to choose your mentor through the online platform and switch between mentors if you would like to be mentored by different mentors.

Please get in touch with Freeman Chris Woodman at [chriswoodman@leadenhallconsulting.com](mailto:chriswoodman@leadenhallconsulting.com) if you would like to know more about the mentoring programme or take advantage of this opportunity.

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## School Governor - Opportunity

Are you interested in becoming a school governor?

St Peter's Church of England Primary School in Hammersmith, London W6 is looking for a governor with HR experience to join its governing body. Experience of driving diversity initiatives would be particularly welcome.

The school was ranked 'Outstanding' by Ofsted in 2017 and has 202 pupils. See [www.stpetersce.lbhf.sch.uk](http://www.stpetersce.lbhf.sch.uk).

There are 4 full governing body meetings a year plus virtual quarterly committee meetings.

For further information, or an informal chat, please contact the Chair of the governors, Vicky Russell, on 07939 083466 or [vrussell@fenwickelliott.com](mailto:vrussell@fenwickelliott.com)

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## Songs and Music of the City of London

Songs and Music of the City of London is now available to order as a full-colour pocket guide from [cityandlivery.etsy.com](http://cityandlivery.etsy.com) with a recommended retail price of £12.

Bulk purchase enquiries for quantities of 12 or greater printed copies at trade prices may be made directly by contacting [citymusic@virginmedia.com](mailto:citymusic@virginmedia.com)

[Click for Full Flyer](#)

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## NGB Volunteering - Can You Lend A Hand

Giving your time to work with participants on their journey from prison into employment is so important to them and rewarding for you. There are numerous opportunities for volunteers to get involved in so many ways from mentoring, CV writing to training and beyond. If you have a skill or passion that you think would help someone, we can match individual skills and the time you can give with the need.

[Full Flyer](#)

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## New Book: 'The Lives of the Great and the Good

Clerk to the Woolmens' Company Bill Clark has authored a splendid book about Honorary Freemen of the City who attained great achievement.

Bill Clark revived the sheep drive across London Bridge as an annual event in the City of London calendar, raising thousands of pounds for charity. He has spent six years researching and editing this book about the lives of the 265 people who have been voted the Honorary Freedom of the City of London of whom only nine recipients are alive today. The stories behind all these Great and Good men and women are a fascinating reminder of the varied and often controversial history of the United Kingdom.

For Full Details about the book and how to order please use this [link](#)

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## BE THEIR INSPIRATION

Get involved with today's students for tomorrow's world. This is your opportunity to help school children make their important career choices.

Livery Schools Link's service in partnership with Speakers for Schools and

inspiring the Future invites you to share your expertise and talent to inspire young students by giving them insights and interesting stories about your own career journey.

For Full information please click on this [link](#)

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## The Livery Briefing Newsletter

Please click on the [link](#) to see the latest Livery briefing Newsletter

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# Livery Schools Link And The Company Of Educators



SIR PETER ESTLIN

**THE ASSOCIATION OF APPRENTICES**  
**Tuesday 16 November 2021. Via ZOOM. 6pm-7.15pm**



You are warmly invited to join us in this Zoom session on the topic of Apprentices. We are delighted to announce that the session will be led by Sir Peter Estlin, co-founder and Chair of the Association of Apprentices (AoA), former Lord Mayor of London, and Liveryman of the Company of Educators.

The AoA is a not-for profit membership organisation for apprentices, led by apprentices. It provides the broader, social elements often missing from apprenticeship programmes, with access to advice and guidance that supports lifelong career development and a lifetime of professional networks. This promises to be a very interesting session, approaching apprenticeships from the viewpoint of the apprentices themselves rather than the more frequently seen and heard perspectives of government, employers, training providers and the media.

You are very welcome to join us. Please sign up via [sigfesl@co-educators.com](mailto:sigfesl@co-educators.com)  
A Zoom link will be sent to participants nearer the date.



## The Worshipful Company of Fruiterers Treebilee Project

Supporting the Queen's Green Canopy  
"Plant a Tree for Jubilee"



The Fundraising sub-committee is proud to launch the company's Treebilee Project in support of the Queen's Green Canopy "plant a tree for Jubilee"  
<https://queensgreencanopy.org/>

[Click for Full Flyer](#)

## The Worshipful Company of Educators

Warmly invites our Members especially from the Education Committee members to the following two meetings which will discuss upcoming publications by high-profile thinkers on the way forward for the English education system.



**In conversation with Sir Tim Brighouse 22nd November 2021 18.00 via zoom**

**Sir Anthony Seldon, Commissioner, the Times Education Commission  
2th January 2022 18.00 via zoom**

[Click for Full Flyer](#)



# Message from the Rt Hon the Lord Mayor



Attached [herewith](#) is a message from the Lord Mayor to the Livery.

## Letter from the Lord Mayor, Alderman William Russell and the Lord Mayor Elect, Alderman Vincent Keaveny

Please find [attached](#) a letter from the Lord Mayor, Alderman William Russell and the Lord Mayor Elect, Alderman Vincent Keaveny.

### Events Diary at a Glance

Nov				
Wed	03/11/21	1200-1300	Community Catch up – informal lunchtime catch up with members Virtual	Virtual
Thurs	25/11/21	1800-1900	Social Virtual Get Together – grab a drink and settle down in the virtual pub for a chat Virtual	Virtual
Mon	29/11/21	1230-1430	Festive Lunch at the Ironmongers' Hall	In Person
Dec				
Wed	01/12/21	1200-1300	Community Catch up – informal lunchtime catch up with members Virtual	Virtual
Thurs	16/12/21	1900	Online Christmas Party and Festive Quiz.	Virtual
Jan				
Wed	05/01/21	1200-1300	Community Catch up – informal lunchtime catch up with members Virtual	

### WhatsApp

The Guild's WhatsApp Group is available to all members and is a great way to have an informal chat and catch up with other members of the Guild. We also use this to advertise forthcoming events and provide reminders. If you have not already joined the group but would like to sign up you are more than welcome - just use this [link](#).



### 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](mailto:info@hrprofessionals.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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