



# THE HERALD

the Newsletter of the HR Guild

Edition 2 -  
March 2016



Robert Potter, Master

## HR Guild: History in the Making by Robert Potter

The exciting aspect about being a new Guild - and the Founding Master - is that the start-up year contains a number of 'firsts' for our organisation as we experience the traditions of our forebears and yet start to build our own history. Now, just nine months old, this edition of *The Herald* explores what we have been doing and looks at our footprint to date.

An attractive aspect of Guilds is that one can only be Master for 12 months. In September 2015, the HR Guild elected its First Warden, this being the person who will succeed the Master when that term of office expires every June. A profile of my successor, Freeman Jacqueline Davies, is contained on page 2 along with her aspirations for the development of our Guild.

Whilst the Installation of the First Master and Court happened on 23rd June last year, it was a great pleasure to see so many members and friends last month at the Inaugural Dinner at the Guildhall. This saw the launch of our Charitable Fund as headed up by Freeman Danielle Harmer with a panel of illustrious Trustees, and our guest speaker was Monica Brown of Dress for Success who served as a great reminder as to why Guilds and Livery Companies exist.

On 11th March 2016, we participated in our first United Guilds Service at St Paul's Cathedral, which started in 1943, where we gathered with our fellow companies to celebrate what makes Livery Life so enriching. This was certainly a most uplifting and colourful event as the Masters, Clerks and First Wardens donned their badges and robes and sat in the splendour of the cathedral to contemplate how we can make a difference to the lives of others.

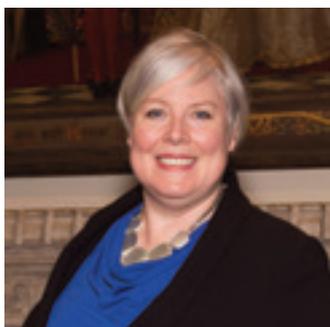
The HR Guild is very keen to have members from all areas of our community and in this regard - and in the interests of diversity - our Guild has not formally recognised any religion. Religion, of course, has been a strong part of the history of Guilds and therefore we were pleased to be part of this United Guild Service.

I recall my first visit to the City, daunted by the large buildings and grey suits. Years later, having worked in HR roles in banking and insurance, I am filled with respect and appreciation for its history and what it can achieve for the economy and society. Upon discovering the incredible work of Livery Companies and Guilds across numerous trades, each with their focus on education, charity and supporting Civic life, I was inspired to work with others to build such an entity for our own HR profession.

As with many firsts, we must also be mindful of those that come last. This is where we currently sit in the hierarchy of Guilds and Livery Companies and it is a most humbling place to be as we strive to make our contribution in upholding the values and traditions of our predecessors. We have established much of our infrastructure, learnt new traditions and started our pro bono and charitable activities but still have much to learn, particularly as we reach out externally. Our first few months have filled us with awe, appreciation and lots of administration as we set out to build our own foundations and cement new relationships. None of this could be achieved without the fellowship of our members and friends, and your support and suggestions remain vital in helping us along this path.

Thank you for being part of this journey.

**Robert Potter**



Jacqueline Davies, First  
Warden and next Master



HR Guild Dinner on 11th  
February 2016



HR Guild Members  
attending the United Guilds  
Service on 11th March 2016

# THE NEXT STAGE OF THE HR GUILD JOURNEY: TWO PERSPECTIVES

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Our Editor finds out what the HR Guild means to our First Warden and to an early Founder Guild Member

## An interview with Jacqueline Davies, First Warden



I was originally drawn to the world of Guilds as they are very much a part of the City's traditions and heritage and I have always been intrigued by this, having been involved in the City for the majority of my career and having seen it evolve up to and beyond the financial crisis. In my imminent role as Master, I also recognize the importance of HR in the context of the wider national agenda and look forward to working with my counterparts from other industries.

I am convinced that HR leaders have a very specific role to play in the competitive success of City organisations and the wellbeing of the people who work for them. The HR Guild can play an integral part in promoting the value of HR and I believe that as a profession, we are at an interesting crossroads as the world becomes more complex and as more emphasis is given to firm conduct and culture we need to step up and take an active leadership role.

As HR leaders we need to anticipate the challenges to an organisation's success; the challenges of a changing workforce, skills shortages, increasingly diverse communities, technology and political disruptions. These are already re-shaping our work and we must be prepared to re-think the knowledge and practices which we have conventionally used.

My tenure as Master will focus on the future of work and HR's role in supporting the City's competitiveness. I see my role as building on Robert's work to ensure that the Guild of HR Professionals is able to make its mark and have a significant impact on the world of Guilds to move us further towards our goal of attaining Livery status and of being a positive force for HR professionals to protect, nurture and develop our profession.

Watch this space for a full programme of activities. Please contact me to let me know how you'd like to be involved.

Jacqueline Davies  
HR Director  
Jacqueline.davies@fca.org.uk

## A member experience; an interview with Sally Hopper, London Legacy

Sally gives her insights into what it is like to belong to a brand new Guild

Whilst working at the City of London Corporation for a number of years, I was fortunate to enjoy a very rewarding and successful HR career so the City has very much played an important part in my formative HR years. On a personal level this means that I feel very at ease with being part of Guild life which is so entrenched in the soul of the Square Mile.

Over the years I have come to be aware of the positive impact of Guilds and livery companies and the benefits that they deliver to society and the community at large and therefore when I heard that the Guild of HR Professionals had been established, I was very keen to learn more. What was apparent on attending their events was that they really valued diversity and I very much enjoyed being part of a high quality yet diverse group of individuals drawn from a multitude of different backgrounds and business cultures. They, moreover made me feel very welcome and accepted and this was a very important component influencing my decision to become a member.

One of the aspects which really appeals to me being part of the Guild of HR Professionals is the prospect of supporting other charitable organizations on a pro bono basis using my skills gleaned in the HR profession. This aspect is particularly important to me as I have thoroughly enjoyed volunteering for a number of charities over the years ranging from The London Playing Fields Foundation, Haven House and Norwich Diocese.

Because of the professionalism of the HR Guild, this provides an opportunity to volunteer and give back on another level and really helps me to harness the skills and experience of the other senior HR members to provide greater support and to have a greater impact. Moving forward, I will particularly enjoy sharing insights and learning from the experiences of other HR professionals.

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Our next edition of *The Herald* will feature our Sponsoring Alderman alongside the role of the Clerk.

# OUT AND ABOUT WITH MEMBERS

## Events to start our journey with Guild Life

Following the installation of our Master last June, our first series of events in November set the scene on what Guild's do and put the spotlight on those responsible for its governance and direction.

## The role of Guilds in City Life - 4th November 2015

This proved to be an interesting topic in equally interesting surroundings as members assembled to hear how Liveries and Guilds interact in the running of the City and were treated to the double whammy of a virtual tour of the Square Mile within the depths of the Roman Amphitheatre at the Guildhall.

Blue Badge Guide, Sam Bailey, commenced the evening with the history of London set alongside the Guildhall's large model of the City, and detailed how the trade and infrastructure had changed since the days of the Roman occupation.

This was followed by Venetia Howes, past Master of the Marketors, who deftly outlined how the City falls into three distinct areas, all of which need to be aligned, namely: the civic element (ie the Mayoralty and City of London Corporation); the Business City (which provides income and jobs) and the Liveries (which promote values and standards and supports the Civic) all of which fulfil a vital purpose. The evening concluded with a tour of the Roman Amphitheatre, which many found both fascinating and unnerving in equal measure.

## The Lord Mayor's Show – 14th November 2015

Freeman Jacqueline Davies hosted a snapshot into the glorious pomp and ceremony of the City when she hosted the HR Guild at the Coq d'Argent for a bird's eye view of the Lord Mayor's show on 14th November.



## Meet the Court - 24th November 2015

Freeman Danny Harmer, Chief People Officer at Metro Bank, hosted a reception for members and friends to meet the Court at her firm's headquarters in Southampton Row.

There was an impressive turnout for this largely informal networking event and another similar evening is scheduled for 12th April 2016 at Lloyd's of London (see back page). HR friends and colleagues are welcome to future events.

## The Inaugural HR Dinner - Launching the Charitable Trust - 11th February 2016

We were delighted to welcome over 100 guests to celebrate our inaugural dinner for the Guild on 11th February at the auspicious surroundings of the Old Library, Guildhall and what a wonderful occasion it turned out to be. This special evening marked the launch of our charitable trust and pro bono committee and it proved to be an exceptionally useful introduction to the customs and traditions of the Guild and livery community. The event was the first stepping stone in our journey to becoming a Company with Livery status, and then our eventual aspiration to progress to full Livery Company.

Monica Brown, the CEO of Dress for Success was our keynote speaker and gave us a moving account of the work that they do in terms of raising aspirations and supporting marginalised job seekers to prepare for the world of work. We are pleased to advise that we raised an impressive £4,180.00 at the dinner and have made a donation of £1,000 to the excellent work of Dress for Success as its aims are in line with our objectives to improve the world of work. We shall also be keeping you posted on some of the pro bono opportunities attached to working with Dress for Success.



HR Guild Dinner on 11th February 2016

## COMING NEXT

### The Lord Mayor's Big Curry Lunch - 7th April 2016

Taking place at the Guildhall, the recipient of the proceeds from the Lord Mayor's Big Curry Lunch is The Soldiers' Charity. This is a regular in the Civic Diary and is attended by the Liveries, Guilds, Armed Forces Dignitaries and also has a guest in attendance from the Royal Family.

Priced at £95 per person, this will be a wonderful event in the company of the Lord Mayor, fellow Livery and Guildsmen and an array of guests.

### HR Guild Networking Event – Lloyd's of London on 12th April 2016

Freeman Annette Andrews, HR Director at Lloyd's of London, is hosting a Guild networking event at One Lime Street, on the hospitality floor of this historic and venerable institution.

Members are welcome to bring HR friends and colleagues to this free event.

### Master Installation – 8th June 2016 SAVE THE DATE

The next landmark event for the HR Guild will be the Installation of our next Master - Freeman Jacqueline Davies - on the 8th June at the Skinners' Hall. The evening will commence with a ceremony welcoming all our new members and will culminate in a black tie dinner.

This is a critical date for all members as the Installation will be preceded by an Admission Ceremony, whereby our first year members will be recognised with a certificate and allocated a corresponding number in the HR Guild's Register. This will therefore be a truly historic occasion for all concerned.

Please do bring your partners and invite HR colleagues and friends from the profession. Full details will be out at the end of March.

### How to join – Via the website or Contact the Assistant Clerk

The HR Guild membership has got off to an impressive start in terms of the number of applications and the depth of experience and high profile of HR professionals joining in its first year.

If you have a colleague or friend at senior level from the HR community that would like to find out more, please email us on [charlotte@hrprofessionals.org.uk](mailto:charlotte@hrprofessionals.org.uk) so that we can send them a joining pack.

From February 2016 onwards we are operating a rolling membership date for those joining part way through the year, and for these joiners renewals will occur 12 months after your start date. For those who joined during 2015, the renewal date will be 1st October 2016.

### A last word from you...

Participation in the Guild's committees and activities are open to all members and to this end we would appreciate your suggestions as to how we can make your membership a rewarding experience. As a new Guild we would like you to feel that you are truly part of something special. Do please contact us at [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk).

## FORTHCOMING EVENTS

Date	Event	Venue	Price
7th April 2016	The Lord Mayor's Big Curry Lunch	Guildhall	£95 payable to The Soldiers' Charity
12th April 2016	HR Networking Event	Lloyd's of London	Free
8th June 2016	Installation of New Master, Black Tie. Partners welcome.	Skinners Hall	Ticket Price to be advised

**To book, please email [info@hrprofessionals.org.uk](mailto:info@hrprofessionals.org.uk) to secure your ticket(s)**

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