



A message from our new Master, Jacqueline Davies – Shaping our Future



Jacqueline Davies, Master

As the new Master of the Guild of Human Resource Professionals, I am looking forward to forging the Guild's future path ensuring that we can build on the excellent work of my predecessor, our Founding Master, Robert Potter. On behalf of the Court, I would like to express my appreciation to

Robert for establishing the Court, our Ordinances and engaging our first year members and for providing the Guild with such a solid foundation.

I would also like to extend a warm welcome to our new Court Members, Siobhan Sheridan, Tanuj Kapilashrami and Mark McLane and to thank Neil Hayward for his contribution in our founding year. Neil is stepping down from the Court but will remain a member and friend within the Guild.

In this edition of *The Herald*, I would like to take this opportunity to share my plans for my tenure as Master. Clearly, I want to continue building our membership, finances, charitable and pro-bono activities with a view to achieving Company without Livery status in due course. Above all, I aspire for the Guild to have impact in supporting the City of London and Lord Mayor and integrating more in external activities with the other Livery Companies.

My theme for my year as Master is 'Bringing Humanity to Work' with the aim of helping us, as HR leaders, to sharpen our leadership in three critical areas: Diversity and Inclusion; mental health and well-being; and using workplace humanity to redress damage within our industries and wider society. These are underpinned by the four points of the Guild Compass which signpost our profession to four professional characteristics: courage; empathy; imagination and fellowship. The inset box on this page symbolises the direction of professionals within our Guild over the coming months.

Furthermore, my fellow Court Member, Freeman Apoorva Chandra, is launching an initiative to support the next generation of HR Professionals and to create a meaningful role for our future influencers within the Guild. This Future HR Leaders Foundation will recognise talent and make awards to those who demonstrate inspiring HR leadership across a small number of categories.

Apoorva's plans are featured on Page 2 of this newsletter.

Looking back over the last few months, it was a pleasure to see so many of you attending my recent Installation at the Skinners' Hall in June where our guest speaker was the Chairman of the Financial Conduct Authority, John Griffith-Jones. At this event we emphasised the role HR plays in good corporate conduct and governance which is very much aligned to my Master's theme. Please see the website (Updates and Press Releases) for my Installation Speech which expands on these themes.

Of course, an important element that arises from Guild life is that of fellowship. Since February we have met at the inaugural Guild dinner at The Guildhall in February where we launched our Charitable Fund headed up by Court Member, Freeman Danielle Harmer. Freeman Annette Andrews hosted a drinks reception at Lloyd's of London, and a number of members attended our first United Guilds Service at St Paul's Cathedral.

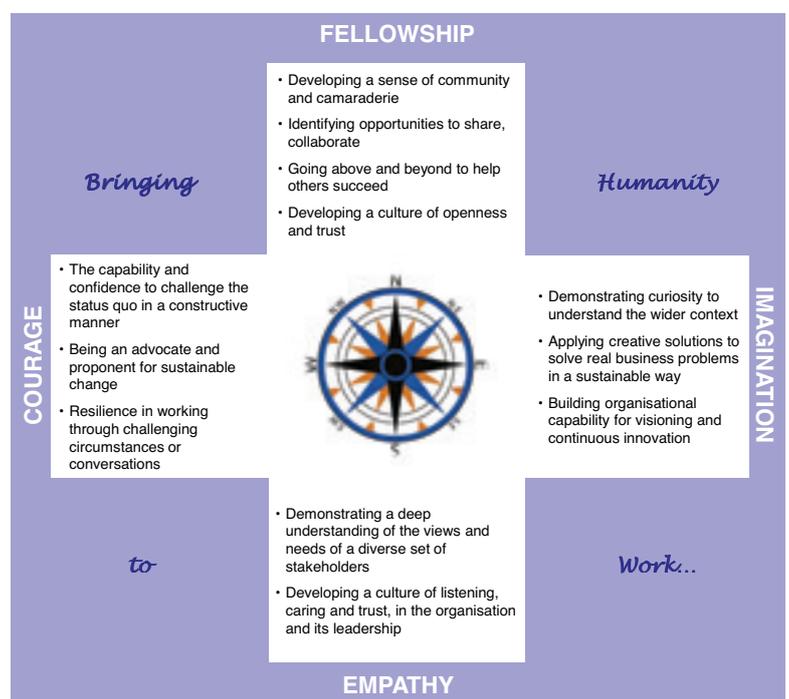
Lastly, we are always interested to hear from our members. If you have a suggestion in terms of a speaker, a proposed event, or indeed any questions you may have about the Guild of HR Professionals, please do not hesitate to contact us at info@hrprofessionals.org.uk.

Thank you for being part of our journey,

My very best wishes,

Jacqueline Davies

Bringing Humanity to Work: The Guild Compass



INTERVIEW WITH FREEMAN APOORVA CHANDRA



Our Editor caught up with Freeman Apoorva Chandra, Court Member and HR Director, Group Head Office at Prudential, to find out more about the Future HR Leaders Foundation.

Apoorva, what is the Future HR Leaders Foundation, and why is it a focus for the Guild?

A key mission for the Guild is to support the development of the next generation of HR leaders. The Future HR Leaders Foundation is aimed at fulfilling this mission - by developing, nurturing, challenging and celebrating the next generation of HR Leaders.

We envisage the Foundation to be a two year programme, bringing together a cohort of talented professionals and offering them access to senior HR Directors, HR thought leaders, and high quality inputs and content – helping them accelerate their career and personal development.

For those who are looking to join the Guild and become a future 'Liveryman', the Foundation will provide an invaluable insight to the objectives and workings of a Guild. For those who are members already, it is a chance to give back through helping to develop others.

The unique aspect of the programme is that it has been created by HR professionals, for those in the profession. The Master of the Guild, Jacqueline Davies, and my colleagues in the Court, are very passionate about contributing to the progress of participants in the Foundation.

Who are the likely participants for this initiative?

We are conscious that the potential participants of the Foundation will already be accomplished leaders in their own right - in the roles they play and through the impact they have achieved.

Within organisations, some of the roles that participants of the Foundation are likely to be playing could be as Senior HR Business Partners, leading on specialisms like Reward Talent, Diversity, Organisation Effectiveness, or other people related areas. Equally, these individuals could be achieving impact through human capital consulting, in employment law, or in HR research and academia.

We are keen to bring together a diverse group of talented professionals who have the aspiration and the ability to lead our profession in the future – those who can enrich each other's development as well as provide a firm foundation to the future growth and progress of the Guild itself.

How can members of the Guild, who are reading this communication, get involved?

I firmly believe that the success of this initiative will depend on the involvement and support of the members of the Guild. Our colleagues can get involved in many different ways, some of which are:

- Nominating talented professionals as participants for the Foundation
- Help to design content for the programme in collaboration with our academic partners
- Overseeing pro-bono projects undertaken by the participants
- Mentoring some of the Future HR leaders

■ And finally, attending events to support our Future HR leaders with advice, encouragement and networks

I welcome all of our members who can join us in making this initiative a success.

What is the value proposition for the participants of the Foundation?

The Foundation is being planned as a two year, high quality, intensive programme, with some of the key elements set out below. I think our most valuable offering to the participants will be the access to a network of senior HR Directors and HR thought leaders, and being able to benefit from their advice and support in a meaningful way.



In addition, each participant of the Foundation will have the opportunity to work on a pro-bono project/research assignment, so that they can give back to the profession as well.

What are the next steps, and what are some of the key events and milestones we can look forward to?

We have already received interest from prospective participants. We would encourage those interested in participating to apply as soon as possible.

We plan to launch the Foundation later this year. A key highlight planned for next year is an Awards Ceremony, to recognise participants of the Foundation for their contributions to the profession. We will share more about this and other events, at the launch.

If you would like to find out more, or get involved, please get in touch with Freeman Apoorva Chandra at info@hrprofessionals.org.uk.

The next edition of The Herald will feature an interview with our new Court Member, Mark McLane, Global Head of Diversity and Inclusion for Barclays PLC.

RENEWALS

We are pleased to announce that we have made the renewals system simpler for Guild members and will be asking people to go for a direct debit option as opposed to sending through a cheque. This will take place at the end of September when Guild fees for 2016/2017 will rise to £350 in order to support

our charitable activities and our proposed Future Leaders Programme. We would like to encourage Members to register for direct debit and the early bird registration of £300 which is the 2015/16 rate for members. For those that choose the non direct debit route, the fee is £350.

RECENT EVENTS

The Installation Dinner – Wednesday, 8th June

It was a great pleasure to see so many of you at the Installation Ceremony and Celebratory Dinner for our new Master, Jacqueline Davies, on 8th June in the wonderfully elegant surroundings of the Skinners' Hall. We were joined by 120 guests representing some of the most innovative practitioners in our profession. The afternoon started with the Installation ceremony where new Court Members and HR Guild members were formally welcomed and admitted by our former Master, Robert Potter who handed over the mantle of responsibility to Jacqueline Davies.

The ceremony was observed by our members and guests from the exquisite Court Room and from the upstairs balcony. This was followed by a drinks party on the

rooftop gardens where we were blessed by early evening sunshine, a rather rare occurrence during the English summer. The dinner in the main Hall was heralded by trumpeters welcoming the incoming party of the new Master and her entourage.

We have received some wonderful feedback for the event which so many people and their guests enjoyed and very much hope to plan an equally splendid event for next year.

To view all photographs taken at the installation, or to purchase a photo taken at this event, please visit [www.sharpphoto.co.uk/liverycompanies&guilds/Guild of Human Resources](http://www.sharpphoto.co.uk/liverycompanies&guilds/Guild%20of%20Human%20Resources). The Installation is the last folder shown, but many of the other folders make interesting viewing in the early history of the Guild.



COMING NEXT

Keeping Britain Competitive: the impact on labour markets, the skills agenda and cultural dynamics in a post-Brexit Britain – Thursday, 20th October

The recent referendum decision has had an enormous impact on so many facets of business life that in this Panel Discussion and Networking event, we will be exploring the impact for the HR community on the skills agenda for the country and the post-Brexit issue of diversity, inclusion and cultural dynamics.

There will be several highly regarded speakers airing their views on these issues and inviting commentary from our esteemed HR Guild members and their guests. The event is kindly hosted by the executive search firm, Odgers Berndtson and we would be delighted to welcome Guild members and their guests. This first event of our season is sure to be popular so please register your interest with Chloe Kartner at chloe.kartner@odgersberndtson.com.

Awards Dinner for the Future Leaders Programme – Wednesday, 14th June 2017

Our Future Leaders Foundation will have its first awards ceremony taking place in the first part of the year. We shall endeavour to update you with further details once these are confirmed.

You are always most welcome to register interest at info@hrprofessionals.org.uk.

Old Bailey Lunch with Senior High Court Judges - Wednesday, 14th December

On Wednesday 14th December, a group of HR Guild members will be having lunch with a selection of High Court judges at the Old Bailey where they will be given an exciting insight into what goes on behind the scenes at the country's most famous Court of Law. This event is now fully booked so please contact the office to see if spaces become available.

Carol Service followed by charity supper –Monday, 12th December 2016

In time-honoured fashion we are planning on having a Christmas carol service and get together for Guild members and their families. Watch this space and our website for more details appearing soon.

Charity Dinner – Wednesday, 15th February 2017

Last year we raised over £5K for our charity fund at our inaugural dinner at the Guildhall. We are pleased to announce a very special venue for our next Charity Dinner which shall take place in the auspicious surroundings of The Mansion House. We urge you to please save the date and we shall issue details about purchasing tickets in December.

Speaker Breakfast Event – The Guildhall Private Members' Club, Thursday, 3rd November

In November, we are delighted to welcome Professor Andrew Kakabadse from Henley Business School to address our HR Guild members. This will be covered by HR Magazine for a feature on the importance HR plays in good corporate governance. If you are interested in attending, please register your interest at info@hrprofessionals.org.uk.

NEW DIARY DATES FOR HR GUILD MEMBERS

Thursday, 20th October – Keeping Britain Competitive; the impact on labour markets, the skills agenda and cultural dynamics in a post-Brexit Britain – hosted by Odgers Berndtson

Thursday, 3rd November – Speaker Breakfast Event with Professor Andrew Kakabadse in conversation with HR Magazine – 'The role of HR in Corporate Governance' – The Guildhall Private Members' Club

Monday, 12th December 2016 – Carol Service followed by Charity Supper

Wednesday, 14th December – Lunch with senior High Court Judges at the Old Bailey

Wednesday, 15th February, 2017 - Save the date – Guild of HR Professionals Banquet, Mansion House

Wednesday, 14th June 2017 - Awards Ceremony for the Future Leaders Programme

Guild of Human Resource Professionals

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